Manitoba

# Annual Report 1985 - 86*

## Labour

*For the period ending March 31, 1986

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Winnipeg Manitoba

# Manitoba

**Minister of**
**Labour**

Winnipeg, Manitoba, CANADA
R3C 0V8

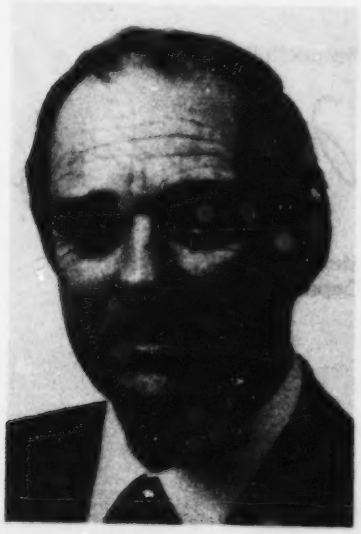
To His Honour
George Johnson,
Lieutenant-Governor of Manitoba.

May It Please Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of the Department of Labour for the fiscal year ending March 31, 1986.

Respectfully submitted,

Honourable Al Mackling,
Minister of Labour



# Manitoba

**Deputy Minister of Labour**

Winnipeg, Manitoba, CANADA
R3C 0V8

Honourable Al Mackling
Minister of Labour

Sir:

I have the honour to present the Annual report of Manitoba Labour.

To the best of my knowledge this report is an accurate summary of the work accomplished for the fiscal year ending March 31st, 1986.

Respectfully submitted,

Mary Eady

Mary Eady,
Deputy Minister of Labour.

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# Report from the Deputy Minister

The Pay Equity Act was proclaimed during the period now being reported, and subsequently, the Pay Equity Bureau was established, with Carole Geller being named Executive Director. The Bureau's mandate includes administering the Pay Equity Act, assisting those groups named in the Act's Schedules to meet the goals outlined in the Act and to provide information to the public regarding Pay Equity.

The Pay Equity Bureau will file its Annual Report under separate cover with the Minister of Labour.

The Manitoba Fire College and Emergency Services Training Centre was officially opened in the City of Brandon. The Centre provides training for individuals and groups engaged in the Volunteer and Professional Fire Services and others who carry out safety inspections or deliver emergency services, including the handling of dangerous goods and hazardous materials.

The Manitoba Fire College and Emergency Services Training Centre is administered by the Manitoba Fire Commissioner's Office.

Manitoba Labour's Mechanical and Engineering Branch carried out a review of measures related to the safe use of propane and natural gas as fuel for motor vehicles. The review resulted in recommendations for action to ensure driver and public safety.

As well, the Mechanical and Engineering Branch designed and initiated an anhydrous ammonia pressure vessel inspection program to ensure the continued safety of the general public.

Manitoba Labour continues to refine its development of effective medium and long range planning procedures to enable it to deal effectively and efficiently with the increased demand for its services. A major undertaking in this vein has been the ongoing review of Management Information Systems; a review that will lead to a more effective administrative process. Training and development programs are being identified that will further the goals outlined in the Departments Affirmative Action plan.

Joint union/management Affirmative Action committees are in place in all Departments and progress is being made on stated affirmative action goals, reaching into the 1987-88 fiscal year.

In June 1985, Assistant Deputy Minister Garry Simons resigned his position to pursue personal goals. Jim Nykoluk, Director of Research and Planning, Manitoba Labour, was named Acting Assistant Deputy Minister and in July, 1985, Barry Warrack was named Acting Director of Research and Planning.

In October 1985, John Doyle was named Director of Communications of Manitoba Labour.

# Legislation Administered by the Department of Labour

* Amusements Act (Part II)
* Apprenticeship and Tradesmen's Qualifications Act
* Barbers Act
* Building and Mobile Homes
* Power Engineers Act
* Construction Industry Wages Act
* Department of Labour Act
* Electricians' Licence Act
* Elevator Act
* Employment Standards Act
* Fire Departments Arbitration Act
* Fire Prevention Act (Part II)
* Gas and Oil Burner Act
* Hairdressers Act
* Labour Relations Act
* Pay Equity Act
* Payment of Wages Act
* Pension Benefits Act
* Power Engineers Act
* Remembrance Day Act
* Retail Businesses Holiday Closing Act
* Steam and Pressure Plants Act
* Vacations With Pay Act

## Department Executive

The Department Executive is composed of the Deputy Minister, the Assistant Deputy Minister, the Director of Research and Planning, the Director of Administration, the Assistant to the Deputy Minister, the Director of Communications, the Director of Apprenticeship and the Superintendent of Pensions.

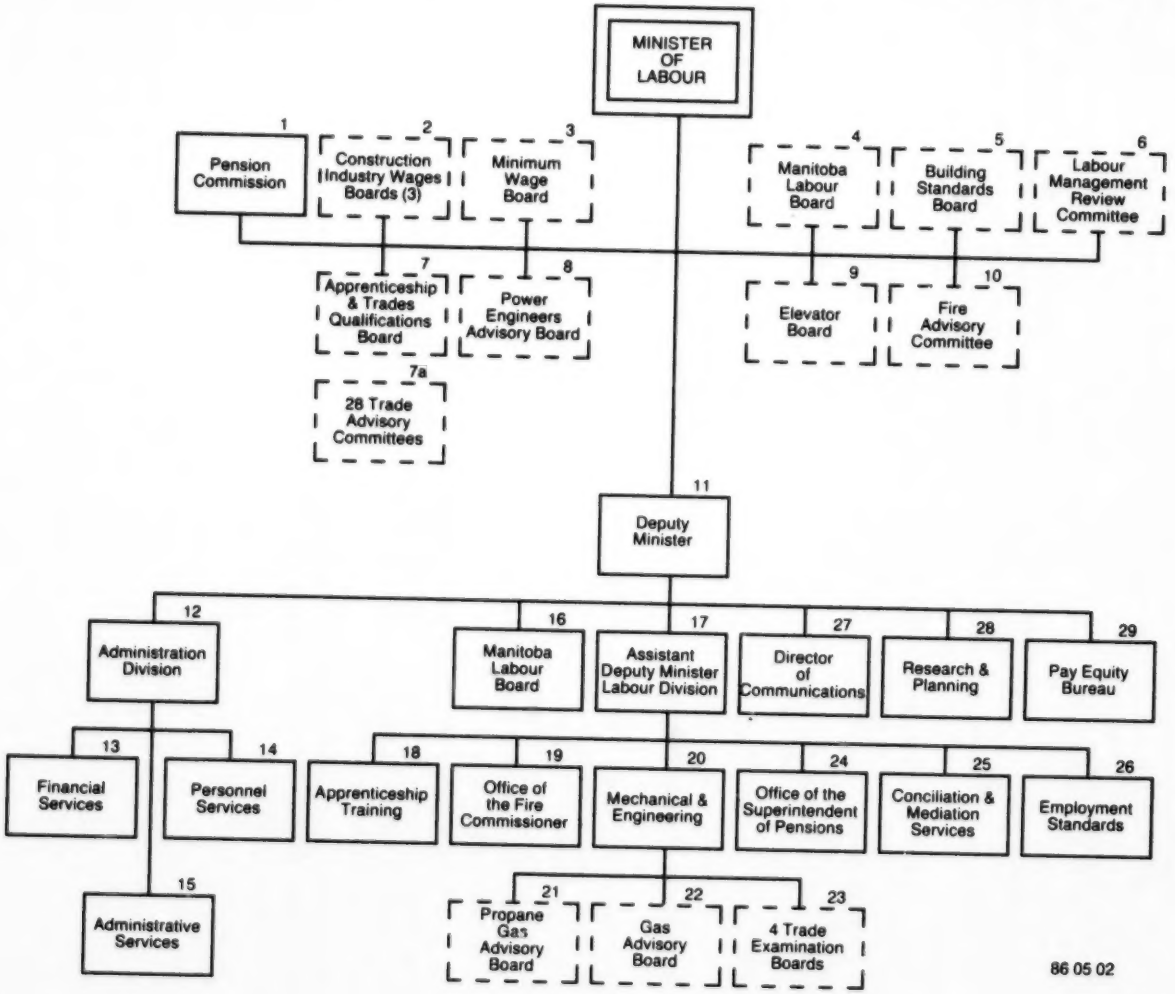
The Executive is responsible for overall departmental management and therefore provides the direction, control and coordination of all available resources toward meeting the departmental objectives.

Strategic planning, policy development, program delivery and program efficiency and effectiveness are also functions of the Executive.

## Executive Members

| | |
|---|---|
| Deputy Minister | Mary Eady |
| Acting/Assistant Deputy Minister | Jim Nykoluk |
| Director of Administration | Bob Gorchynski |
| Acting/Director of Research and Planning | Barry Warrack |
| Director of Communications | John Doyle |
| Assistant to the Deputy Minister | Ethel Kolochen |
| Director of Apprenticeship | George White |
| Superintendent of Pensions | Wes Peters |

# Organization Chart — Manitoba Labour


MINISTER OF LABOUR
1 Pension Commission
2 Construction Industry Wages Boards (3)
3 Minimum Wage Board
4 Manitoba Labour Board
5 Building Standards Board
6 Labour Management Review Committee
7 Apprenticeship & Trades Qualifications Board
7a 28 Trade Advisory Committees
8 Power Engineers Advisory Board
9 Elevator Board
10 Fire Advisory Committee
11 Deputy Minister
12 Administration Division
13 Financial Services
14 Personnel Services
15 Administrative Services
16 Manitoba Labour Board
17 Assistant Deputy Minister Labour Division
18 Apprenticeship Training
19 Office of the Fire Commissioner
20 Mechanical & Engineering
21 Propane Gas Advisory Board
22 Gas Advisory Board
23 4 Trade Examination Boards
24 Office of the Superintendent of Pensions
25 Conciliation & Mediation Services
26 Employment Standards
27 Director of Communications
28 Research & Planning
29 Pay Equity Bureau
86 05 02

## Organization Chart Explanation Notes

**Functions and Other Duties**

1. Administers The Pension Benefits Act which is designed to promote the establishment, extension and improvement of pension plans in the province and to protect the pension rights of employees under existing pension plans in the event they change jobs prior to retirement or in the event a plan is to be wound up.
2. Rural Building Construction Wages Board: Heavy Construction Wages Board; Greater Winnipeg Construction Wages Board; established in accordance with The Construction Industry Wages Act, to recommend to the Minister, within their respective categories minimum rates of wages and maximum number of regular working hours.
3. Recommends to the Minister minimum wage rates throughout the province.
4. Decides on issues brought before it by labour and management or both concerning rights and responsibilities of the parties under the provisions of The Labour Relations Act, The Employment Standards Act, The Vacations With Pay Act, The Payment of Wages Act and The Construction Industry Wages Act.
5. Advises the Minister on matters pertaining to building standards and regulations.
6. Provides a forum for labour and management to meet and draft joint proposals on labour-management problems.
7. Regulates and promotes effective apprenticeship programs throughout the province.

7a. Advises on regulations relating to the length of the apprenticeship period, the ratio of apprentices of other employees and apprentice wage rates, and on matters relating to the training of apprentices in the following trades: Boilermaker, bricklayer, carpenter, construction electrician, crane operator, drywall mechanic, glazier, heavy industrial mechanic, industrial welder, lather, machinist, miner, motor vehicle body repairer (paint), motor vehicle body repairer (metal), motor vehicle mechanic, painter and decorator, plasterer, plumber, power electrician, refrigeration and air conditioning mechanic, sheet metal worker, sprinkler-fitter and steamfitter.

8. Advises the Minister on matters pertaining to The Power Engineers Act.
9. Advises on safety requirements of elevators in the province and proposed changes in the National Elevator Code.
10. Advises the Minister with respect to problems relating to fire services in the province.
11. Advises the Minister in matters relating to policies and programs of the Department of Labour; co-ordinates and manages the activities of the Department.
12. Co-ordinates the provision of those central support services essential to the functioning of the Department. These central services include personnel, administrative, financial and accounting services.
13. Provides centralized voucher and revenue accounting service, budget preparation and co-ordination, financial monitoring and comptrollership.
14. Provides a centralized service to the department in the areas of staffing, job evaluation, training and development, employee relations, payroll and employee benefits.
15. Provides a general administrative service (vehicles, space, communications) to all areas of the Department.
16. Processes applications to the Manitoba Labour Board and conducts representation votes and inspections when ordered by the Board. Assists in the development of sound union management relations.
17. Administers and co-ordinates the activities of the Labour Division.
18. Responsible for the provision of services to the Province of Manitoba concerning Apprenticeship Training, Trades Qualifications and Barbers and Hairdressers licensing.
19. Inspects, advises, instructs, promotes and publicizes on matters related to fire prevention and safety. Conducts investigations to determine causes and origins of fires of a suspicious nature or where fatalities occur. Administers The Fires Prevention Act (Part II). Ensures that buildings and mobile homes comply to the Manitoba Building Code to ensure safety of occupants in new buildings.
20. Ensures that specific mechanical, electrical and fuel-fired equipment are designed, constructed, installed and maintained in such a way as to minimize the possibility of death, injury and property damage. Administers The Amusements Act (Part II), The Buildings and Mobile Homes Act, The Electricians' Licence Act, The Elevator Act, The Gas and Oil Burner Act, The Power Engineers Act, and The Steam and Pressure Plants Act.

21. Makes recommendations regarding installation of propane gas equipment.

22. Makes recommendations based on the National Gas Code regarding installation of natural gas.

23. Examines and licenses applicants to practice in the trades of electrician, gas and oil burner installer or repairperson, and motion picture projectionist.

24. Administers The Pension Benefits Act; supports the Pension Commission (see Item 1.).

25. Assists parties to resolve impasse in negotiations and thereby minimize work stoppages. Assists in the development of sound labour-management relations.

26. Enforces minimum standards relative to hours of work, holidays, wages and other employment conditions. Administers The Construction Industry Wages Act, The Remembrance Day Act, The Employment Standards Act, The Vacations With Pay Act and The Payment of Wages Act.

27. Develops communication strategies for the Department, researches and co-ordinates the delivery of public information programs. Assists in executing internal communication programs. Evaluates communication program effectiveness.

28. Conducts studies and provides support for effective planning, management and policy development in the labour relations and labour market areas of the Department. The branch maintains a referral library which provides a service of labour statistics and publications.

29. The Pay Equity Bureau monitors and reports on the progress of Pay Equity as set out in the Pay Equity Act. Also, the Bureau has a broad mandate to provide Pay Equity information and assistance to employers, employees and bargaining agents in both public and private sectors.

# Administration Division

**Director: Bob Gorchynski**

The Administration Division consists of the Finance and Accounting Services Branch, the Personnel Management Services Branch and the Administrative Services Section. The Division provides those central support services essential to the operation of the Department. These services are provided under the general direction of the Director of Administration and include planning and administrative policy development, finance and accounting services, personnel management services and general administrative services.

## Financial and Accounting Services Branch

The Financial and Accounting Services Branch provides a broad range of financial, accounting and budget services to the Department. These services include the following:

- Coordination and presentation of the departmental budget submission.
- On-going monitoring and analysis of expenditures and revenues as they relate to the approved budget, to cash flow projections and to commitment reports.
- Payment of accounts, grants and other financial transactions involved in administering departmental programs.
- Handling and accounting for all revenues received by the Department.
- Reviewing and processing of all departmental submissions which have financial implications.
- Provision of assistance and advice to program directors and managers in matters relating to financial and administrative aspects of program development, implementation and delivery.
- Implementation of an internal audit program for the Department.

## Personnel Management Services Branch

The Personnel Services Branch provides a centralized service to the Department in the areas of job evaluation, staffing, performance review and development, training, coordination of departmental Affirmative Action, employee relations, employee benefits and payroll administration.

Continuing goals for Personnel Services in 1985 include:

- Co-ordinating the development and implementation of an Affirmative Action Program for the Department.
- Implementation of a departmental training and development program including the identification, analysis and follow-up on staff training needs.
- Implementation of an effective Performance Appraisal Program.

## Administration Services Section

Provides all branches in the Department, both urban and rural, with general administrative advice and guidance with respect to vehicle management, space planning, office equipment and copier purchases, furniture and furnishings, telecommunications and other government policies and directives.

## Mechanical and Engineering Branch

**Director, I.W. Mault, P.Eng.**

The Mechanical and Engineering Branch is responsible for the administration of six Acts and associated Regulations dealing with general public safety through inspection of equipment and licensing of tradespeople. The various acts and regulations cover design, construction, installation and operation of certain mechanical, electrical and fuel-fired equipment and the examination and licensing or certification of electricians, gas fitters, power engineers, projectionists and pressure welders.

Through its inspection program, the Branch continued to promote safety and safety awareness. A total of 12,800 inspections alerted various owners of boilers and pressure vessels to some 750 potential hazards. Partly as a result of this program, there were no fatalities or major accidents in the areas over which the Branch has jurisdiction.

Table 1

## Number of Inspections Made and Certificates Issued Under The Steam and Pressure Plants Act

April 1, 1985 - March 31, 1986

| | Number of Inspections | | | | |
|---|---|---|---|---|---|
| Type of Equipment | Existing[1] Installations | New[2] Installations | Shop[3] Inspections | Total | Number of[4] Certificates Issued |
| Boilers | 7,140 | 220 | — | 7,360 | 5,841 |
| Unfired Pressure Vessels | 3,797 | 242 | 1,079 | 5,118 | 3,936 |
| Refrigeration Plants | 443 | — | 2 | 445 | 455 |
| Nuclear Equipment | 3 | — | 34 | 37 | — |
| Medical Gas | — | — | — | — | — |
| **Total** | **11,383** | **462** | **1,115** | **12,960** | **10,232** |

[1]*The 3,797 includes 141 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.*

[2]*The 242 includes 18 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.*

[3]*These inspections were on the premises of the manufacturers at the time of fabrication. The 1,079 includes 21 inspections of prefabricated pressure piping.*

[4]*Certificates are issued each year in respect of all boilers and refrigeration plants and once every two years in respect of unfired pressure vessels. More than one inspection of an installation is sometimes made during the year so the number of inspections may not coincide with the number of certificates issued.*

Table 2

## Welders Tested and Licences Issued Under The Steam and Pressure Plants Act

April 1, 1985 - March 31, 1986

| | | |
|---|---|---|
| Number of Applicants | | 720 |
| Number of Passing | 602 | |
| Number Failing | 118 | |
| Number of Licences Issued | | 602 |
| Unrestricted Licence[1] | 420 | |
| Company[2] | 182 | |

[1]*Entitles holder to perform work on boilers and pressure vessels throughout Manitoba.*

[2]*Valid only for work performed on boiler and pressure vessels in the plant concerned.*

Table 3

## Number of Designs Examined and Registered Under the Steam and Pressure Plants Act[1]

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Unfired Presure Vessels | 364 |
| Propane or Ammonia Vessels | 3 |
| Nuclear Vessels | 3 |
| Boilers | 28 |
| Heat Exchangers | 21 |
| Welding Procedures | 32 |
| Valves and Fittings | 54 |
| Medical Gas Piping | 7 |
| Anhydrous Ammonia Facilities | 1 |
| Refrigerations Plants | 3 |
| Revisions to Registered Designs | 20 |
| Elevators | 102 |
| Propane Facilities | 58 |
| Miscellaneous | — |
| **TOTAL** | **696** |

*[1]An affidavit of Manufacturer is required for every boiler and pressure vessel installed in Manitoba. In the time period under review, 876 such affidavits were processed.*

Table 4

## Number of Certificates Issued Under The Power Engineers Act

April 1, 1985 - March 31, 1986

| Class of Certificate | Number of Examinations Conducted | Number of Certificates Issued Including Renewals |
|---|---|---|
| 1st Class | 42 | 131 |
| 2nd Class | 218 | 379 |
| 3rd Class | 202 | 456 |
| 4th Class | 230 | 873 |
| 5th Class | 223 | 1,618 |
| Steam Traction Engine Class | 7 | 44 |
| Refrigeration | 36 | 208 |
| **Total** | **958** | **3,709** |

Table 5

## Number of Licences Issued Under The Electricians' Licence Act

April 1, 1985 - March 31, 1986

| Class of Certificate | Number of Examinations Conducted | Number of Certificates Issued Including Renewals[1] |
|---|---|---|
| Journeyman Electrician | 8 | 355 |
| Journeyman Power Electrician | — | 27 |
| Limited Construction Electrician | 6 | 19 |
| Limited Maintenance Electrician | 10 | 8 |
| Limited Appliance Repair Electrician | 1 | 9 |
| Limited Specialized Trade Electrician | 20 | 42 |
| Electronic Serviceman (Radio) | — | — |
| Electronic Serviceman (Radio & T.V.) | 5 | 15 |
| **Total** | **50** | **475** |

[1]*Includes 70 Journeyman Licences to apprentices who completed their apprenticeship. Electrician's licences are issued on a four year basis. The next general renewal time for these licences will be in 1989.*

Table 6

## Number of Inspections of Electrical Installations Under The Electricians' Licence Act

April 1, 1985 - March 31, 1986

| Type of Inspection | Number of Inspections |
|---|---|
| Electrical Installations in buildings | — |
| Conductivity Tests of Hospital Operating Room Floors | — |
| Fire and Explosion Investigations | — |
| **Total** | — |

Table 7

## Inspection of Non C.S.A. Approved Electrical Equipment Under The Electricians' Licence Act

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Items inspected and labelled | 11,271 |
| Items rejected | 242 |
| **Total** | **11,513** |

Table 8

## Inspections Under The Gas and Oil Burner Act

April 1, 1985 - March 31, 1986

| Type of Installation | Number of Inspections |
|---|---|
| Domestic Gas Appliances | 335 |
| Commercial and Industrial Gas Equipment | 187 |
| Domestic Oil Appliances | 25 |
| Commercial and Industrial Oil Equipment | 19 |
| Propane Equipment | 605 |
| Propane Storage and Filling Plants | 367 |
| Construction Heaters | 251 |
| Chimneys, Flues and Vents | 19 |
| Fire and Explosion Investigations | 35 |
| **Total** | **1,843** |

Table 9

## Issue of Permits to Install Gas and Oil-Fired Equipment Under The Gas and Oil Burner Act

April 1, 1985 - March 31, 1986

| Type of Installation | Number of Permits Issued |
|---|---|
| Domestic Gas Appliances | 19,020 |
| Commercial and Industrial Gas Equipment | 2,627 |
| Domestic Oil Appliances | 3 |
| Commercial and Industrial Oil Equipment | 57 |
| **Total** | **21,707** |

Table 10

## Survey of Plans for Gas and Oil Installations Under the Gas and Oil Burner Act

April 1, 1985 - March 31, 1986

| Type of Equipment | Number of Plans | | |
|---|---|---|---|
| | Received | Approved | Rejected |
| Gas Equipment | 390 | 331 | 59 |
| Oil Equipment | — | — | — |
| **Total** | **390** | **331** | **59** |

Table 11

## Inspections of Non-Approved Gas and Oil-Fired Equipment Under The Gas and Oil Burner Act[1]

April 1, 1985 - March 31, 1986

| Type of Equipment | Number of Inspections |
|---|---|
| Gas-Fired Equipment | 986 |
| Oil-Fired Equipment | 9 |
| Chimneys | — |
| **Total** | **995** |

*[1]Equipment which is inspected and approved is labelled.*

Table 12

## Licences Issued to Gas Fitters and Oil Burner Installers Under The Gas and Oil Burner Act

April 1, 1985 - March 31, 1986

| Class of Licence | Number of Examinations Conducted | Number of Licences Issued Including Renewals |
|---|---|---|
| Commercial and Industrial Gas Fitters | 4 | 154 |
| Domestic Gas Fitters | 75 | 1,004 |
| L.P. Gas Fitters | — | 26 |
| Utility Gas Fitters | — | 158 |
| Special Gas Fitters | — | 108 |
| Oil Burner Installers | 3 | 274 |
| **Total** | **82** | **1,724** |

Table 13

## Permits Issued, Inspections Made and Elevator Plans Surveyed Under The Elevator Act

April 1, 1985 - March 31, 1986

| Type of Elevator | Permits Issued | Number of Inspections | Number of New Elevators Approved For Service |
|---|---|---|---|
| Passenger Elevators | 1,304 | 1,027 | 61 |
| Freight Elevators | 684 | 320 | 1 |
| Escalators | 260 | 74 | 4 |
| Dumbwaiters | 261 | 128 | 2 |
| Hand Powered Elevators | 15 | 39 | — |
| Man Lifts | 49 | 18 | 15 |
| Manhoists | — | 5 | 2 |
| Ski Lifts | 24 | 31 | 3 |
| Inclined Passenger Lift | — | 23 | 19 |
| **Total** | **2,597** | **1,665** | **107** |

Table 14

## Number of Licences Issued Under The Amusements Act (Part II)

April 1, 1985 - March 31, 1986

| Class of Licence | Number of Examinations Conducted | Number of Licences Issued, Including Renewals |
|---|---|---|
| Projectionists | 6 | 100 |
| Apprentices* | 1 | — |
| **Total** | **7** | **100** |

**Persons may become apprentices on application. They are not examined.*

**Table 15**

## Inspections[1] of Amusement Rides and Booths

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Total Number of Inspections | 363 |
| Orders Issued for Remedial Action | 254 |
| Electrical Hazards | 95 |
| Mechanical Hazards | 159 |
| Number of Rides Condemned | 0 |

[1] *Inspections and re-inspections, where necessary, were made of amusement rides and booths operated during the year by 17 shows in 26 locations in the Province.*

## Office of the Fire Commissioner

The role and mission of the Office of the Fire Commissioner is to promote and encourage the safety of persons, to reduce life and property loss in respect to fires, dangerous goods, structural and mechanical matters and other related hazards through the administration of The Manitoba Fires Prevention Act and the Buildings and Mobile Homes Act.

In administering the Acts, the functions of the Office of the Fire Commissioner are to:

— conduct investigations to determine the cause, origin and circumstances of fires.

— advise and train the fire service, building officials, and other interested groups in fire prevention and protection practices, building inspections, dangerous goods, emergency services management and rescue.

— advise building officials and other interested persons in the application of the Manitoba Building Code.

— promote public education in fire prevention practices and life safety measures.

— collect and analyze fire cause related information to address fires and other life safety hazards.

— conduct fire prevention inspections of public occupied buildings and places of assembly to ensure compliance with fire regulations.

— provide consulting services to fire departments and other agencies to evaluate and recommend fire protection equipment.

Under the direction of the Fire Commissioner the branch has seven sections to carry out its specific functions. These include, Administration, Engineering and Technical Services, Fire Prevention, Investigation, Statistical Services, Field Services and the Manitoba Fire College.

## Administration Section

The Administration Section is responsible for revenue and expenditure estimates, purchasing, inventory, personnel and general administration matters.

## Engineering and Technical Services

Responsible to review and approve plans inspections for new and existing construction, and issue building and occupancy permits in the areas of the Province which do not administer all or part of the Manitoba Building Code. This section is also responsible to inspect and approve all construction and sales of mobile homes and recreational vehicles and the installation of plumbing and solid fuel burning appliances.

Under the Manitoba Building and Mobile Homes Act this section examined 909 building plans and inspected 1,047 occupancies in relation to building standards. They also inspected 101 plumbing installations, 102 solid fuel burning appliances and 996 mobile homes and travel trailers.

## Fire Prevention

The Fire Prevention Section conducted a total of 724 inspections of institutional occupancies and certain public occupancy buildings for compliance of the fire safety requirements of the Manitoba Fire Code.

This year the prevention section distributed 130,923 pieces of literature to the fire service and general public to assist them in promoting fire prevention and fire safety.

## Investigation Section

This section is responsible for the investigation of fatal fires, major fires, suspicious or arson fires and others where the cause and/or origin is in doubt. Requests for investigations are usually received from fire departments, police forces, the insurance industry and others having a justifiable interest in a particular fire.

During April 1, 1985 - March 31, 1986 the Investigation Section in conjunction with law enforcement agencies conducted 862 fire investigations. As a result 69 persons were charged and 20 were convicted while 31 cases are still pending.

## Statistical Section

Responsible for collecting and compiling information concerning fire loss statistics and activities of the fire services in the Province.

## Field Services Section

Field Service's responsibilities include providing consultations, assistance and training to fire departments, government agencies and municipal councils on fire suppression and protection. Assistance is also available to the fire service at dangerous goods incidents and major fires in the Province.

This section along with the Fire College worked in co-operation with the Department of Northern Affairs, to continue to promote fire prevention by inspecting 679 dwellings and training local fire department personnel in remote northern communities.

## Manitoba Fire College and Emergency Services Training Centre

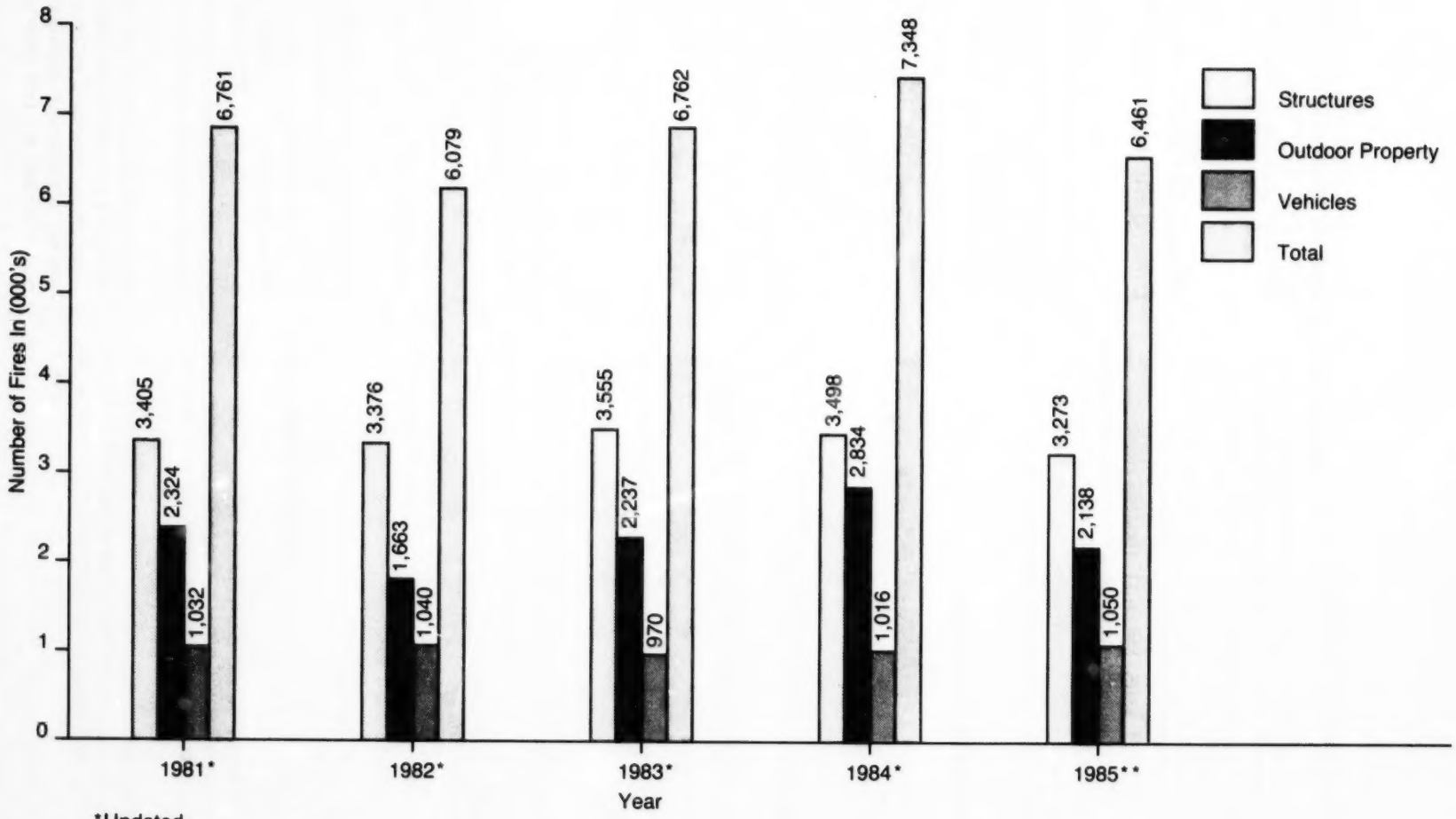
In October, The Premier presided at the official opening ceremony for the Manitoba Fire College and Emergency Services Training Centre in Brandon. The training centre contains the administration section of the college, classrooms, an all-season training enclosure, drill tower and a "Burn House" for physical training.

The Fire College is responsible for the delivery of all Certified Training Programs, for the fire service and other persons in fire prevention and fire protection practices. This is the designated training institute for all Dangerous Goods courses and programs in the Province. Training courses are conducted in the local regions and at training facilities in Winnipeg and Thompson as well as the college.

Chart No. 1

## Comparative Chart of the Total Number of Fires in Manitoba

1981 - 1985



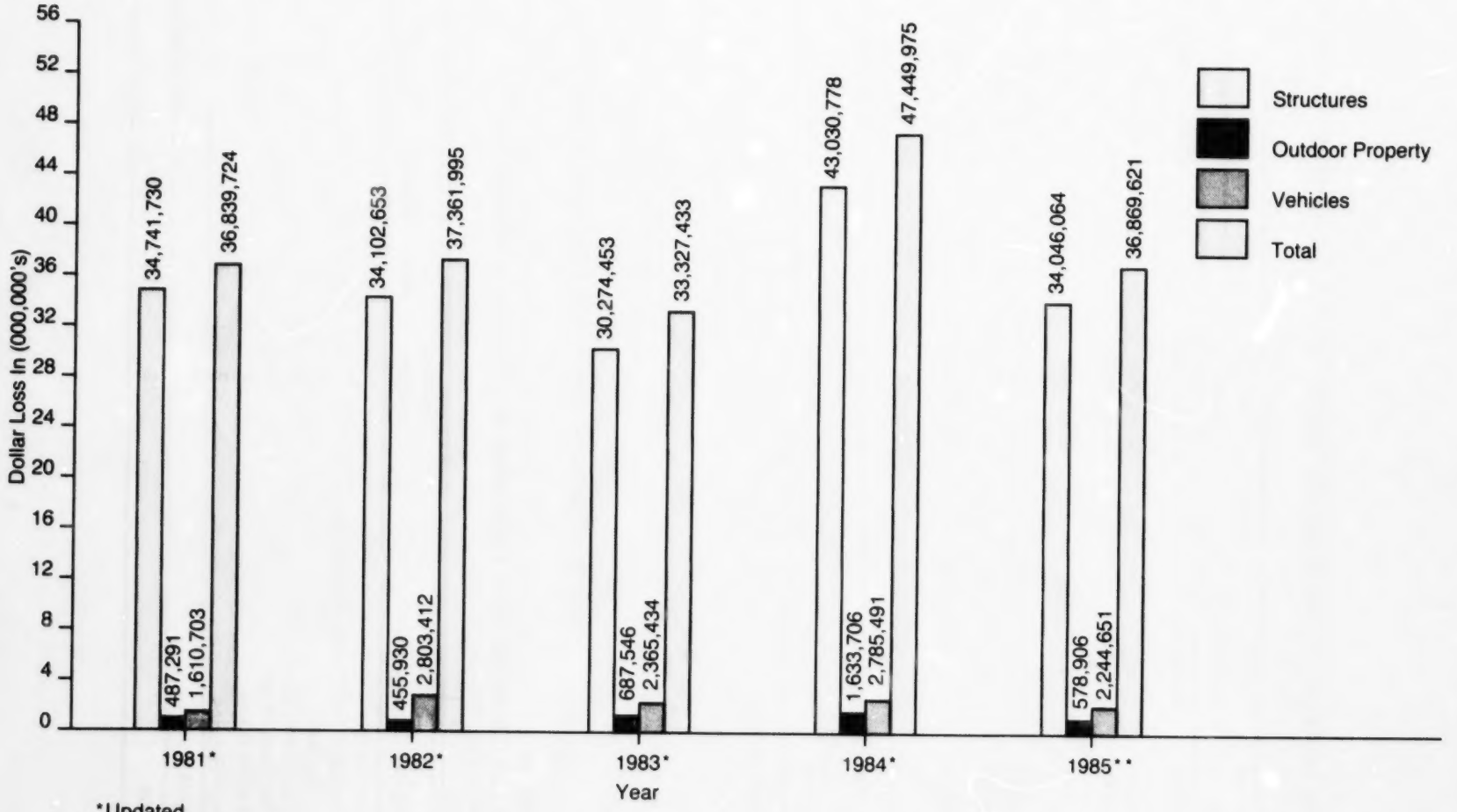

*Updated

**Preliminary Fire Loss

**Chart No. 2**

## Comparative Chart of the Total Dollar Loss in Manitoba

1981 - 1985




*Updated

**Preliminary Fire Loss

Table No. 1

## Fire Losses Exceeding $500,000

April 1, 1985 - March 31, 1986

| Date | Location | Occupancy | Reported Cause | Amount of Loss |
|---|---|---|---|---|
| 85 04 14 | Winnipeg | Lumber Yard | Children playing with fire | $2,400,000* |
| 85 06 28 | Selkirk | Mercantile | Incendiary | 1,571,000* |
| 85 07 04 | Emerson | Mercantile | Undetermined - accidental | 800,000* |
| 85 10 11 | R.M. of Bifrost | Mercantile | Undetermined - accidental | 710,000* |
| 85 10 13 | L.G.D. of Reynolds | Peat Moss Plant | Undetermined | 725,000* |
| 86 01 30 | L.G.D. of Gillam | Airport Terminal | Undetermined - accidental | 1,100,000* |
| 86 02 17 | Clearwater Lake | Airport Hangar | Undetermined - accidental | 2,000,000* |
| 86 02 18 | R.M. of Swan River | Saw Mill | Undetermined - accidental | 599,734* |
| 86 02 21 | Brandon | Warehouse | Undetermined - accidental | 750,000* |
| 86 02 22 | Winnipeg | Warehouse | Undetermined | 3,778,110* |

*Estimated loss*

Table No. 2

## Breakdown of Fire Fatalities by Property Classification

April 1, 1985 - March 31, 1986

| Property Classification | Number of Fires | Men | Women | Children | Total | Percent |
|---|---|---|---|---|---|---|
| Residential | | | | | | |
| One and Two Family Residences, Duplex | 10 | 6 | 5 | 1 | 12 | 50.00% |
| Apartment, Condominium | 3 | 1 | — | 3 | 4 | 16.67 |
| Rooming House | 1 | 1 | — | 1 | 2 | 8.33 |
| Mobile Home | 2 | 2 | — | 1 | 3 | 12.50 |
| Motor Vehicles | 2 | 2 | — | — | 2 | 8.33 |
| Garate | 1 | 1 | — | — | 1 | 4.17 |
| **Total** | **19** | **13** | **5** | **6** | **24** | **100.00%** |

Table No. 3

## Breakdown of Fire Fatalities by Act or Omission

April 1, 1985 - March 31, 1986

| Act or Omission | Men | Women | Children | Total | Percent |
|---|---|---|---|---|---|
| Incendiary or Set Fire | 1 | — | — | 1 | 4.17% |
| Misuse of Source of Ignition | 1 | 2 | 3 | 6 | 25.00 |
| Misuse of Material Ignited | — | — | — | — | — |
| Mechanical, Electrical Failure Malfunction | 2 | — | 1 | 3 | 12.50 |
| Construction, Design or Installation Deficiency | — | — | — | — | — |
| Misuse of Equipment | — | — | — | — | — |
| Human Failing | 5 | 1 | 1 | 7 | 29.16 |
| Vehicle Accident | 1 | — | — | 1 | 4.17 |
| Still Under Investigation | — | — | — | — | — |
| Undetermined | 3 | 2 | 1 | 6 | 25.00 |
| Unclassified | — | — | — | — | — |
| **Total** | **13** | **5** | **6** | **24** | **100.00%** |

*Included in this category are fire incidents where the presence of alcohol contributed directly or indirectly to fire fatalities.*

Table No. 4

## Investigations Conducted Under the Fires Prevention Act

April 1, 1985 - March 31, 1986

| Area | Number of Investigations Conducted |
|---|---|
| Fire Commissioner's Staff | 489 |
| Urban Police Forces | 139 |
| R.C.M.P. | 234 |
| | 862 |
| Metro Winnipeg | 447 |
| Urban Areas | 47 |
| Rural Areas | 368 |
| | 862 |

*In co-operation with local authorities.*

Table No. 5

## Findings of Investigations Conducted Under The Fires Prevention Act

April 1, 1985 - March 31, 1986

| Cause of Fire | Number |
|---|---|
| Accidental | 421 |
| Incendiary | 173 |
| Vandalism | 40 |
| Undetermined — Accidental | 184 |
| — Suspicious | 36 |
| Still Under Investigation | 8 |
| **Total** | **862** |

Table No. 6

## Prosecutions Related to Incendiary Fires

April 1, 1985 - March 31, 1986

| | Number of Persons Charged | | | | Number of Persons Convicted | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Adults | | Juveniles | | Adults | | Juveniles | | |
| Investigations | Male | Female | Male | Female | Male | Female | Male | Female | Number of Juveniles Warned |
| 862 | 33 | 10 | 24 | 2 | 5 | 5 | 9 | 1 | 51 |

*At present there are 31 court cases pending.*

Table No. 7

## Inspections Conducted by Staff Under The Fires Prevention Act

April 1, 1985 - March 31, 1986

| Group | Division | Occupancy Code | Occupancy | Inspections Conducted |
|---|---|---|---|---|
| | | ASSEMBLY OCCUPANCIES: | | |
| A | 1 | 01 | Theatres | 1 |
| | 2 | 04 | Churches | 2 |
| | | 06 | Community Halls | 6 |
| | | 09 | Day Care Centres | 137 |
| | | 18 | Stations and Depots | 2 |
| | | 20 | Restaurants | 4 |
| | | 21 | Schools | 8 |
| | 3 | 01 | Arenas | 1 |
| | | **GROUP TOTAL** | | **161** |
| | | INSTITUTIONAL OCCUPANCIES: | | |
| B | 2 | 02 | Convalescent Homes | 2 |
| | | 03 | Personal Care Homes | 74 |
| | | 04 | Hospitals | 68 |
| | | 07 | Psychiatric Hospital (without detention quarters) | 1 |
| | | 99 | Miscellaneous | 12 |
| | | **GROUP TOTAL** | | **157** |
| | | RESIDENTIAL OCCUPANCIES: | | |
| C | 1 | 01 | Apartments | 132 |
| | | 02 | Boarding Houses | 8 |
| | | 06 | Dormitories/Staff Residences | 1 |
| | | 07 | Hotels | 158 |
| | | 08 | Houses | 8 |
| | | 09 | Lodging Houses | 6 |
| | | 11 | Motels | 52 |
| | | 99 | Miscellaneous | 25 |
| | | **GROUP TOTAL** | | **390** |
| | | BUSINESS AND PERSONAL SERVICES OCCUPANCIES: | | |
| D | 1 | 06 | Fire Stations | 2 |
| | | 07 | Laundries | 1 |
| | | 08 | Medical Offices | 1 |
| | | 09 | Offices | 1 |
| | | **GROUP TOTAL** | | **5** |
| | | MERCANTILE OCCUPANCIES: | | |
| E | 1 | 05 | Stores | 2 |
| | | **GROUP TOTAL** | | **2** |
| | | INDUSTRIAL AND STORAGE OCCUPANCIES: | | |
| F | 1 | 99 | Miscellaneous | 2 |
| | 2 | 01 | Aircraft Hangar | 1 |
| | | 15 | Repair Garage | 2 |
| | | 18 | Storage Rooms | 1 |
| | | 22 | Woodworking Factories | 1 |
| | 3 | 07 | Storage Garages | 1 |
| | | 10 | Workshops | 1 |
| | | **GROUP TOTAL** | | **9** |
| **Total** | | | | **724** |

*The number of inspections conducted included re-inspections.*

Table No. 8

## Fires Prevention Educational Activities

April 1, 1985 - March 31, 1986

| Type of Activity | Number Held | Attendance |
|---|---|---|
| **MEETINGS:** | | |
| Administrators of Institutions | 13 | 43 |
| Administrators and/or Maintenance Personnel | 6 | 22 |
| Fire Departments | 10 | 19 |
| Governmental | 24 | 142 |
| Municipal Fire Prevention Officers | 2 | 3 |
| Mutual Aid Fire Prevention Officers | 11 | 186 |
| School and/or School Division Officials | 6 | 14 |
| Unclassified | 17 | 148 |
| **CONSULTATIONS:** | | |
| Administrators of Institutions | 64 | 120 |
| Building Inspectors | 9 | 19 |
| Commercial and/or Industrial | 75 | 111 |
| Day Care Administrators/Co-ordinators | 39 | 58 |
| Fire Chiefs | 172 | 264 |
| Governmental | 45 | 98 |
| Municipal Fire Prevention Officers | 3 | 4 |
| Mutual Aid Fire Prevention Officers | 1 | 2 |
| School and/or School Division Officials | 10 | 38 |
| Unclassified | 5 | 6 |
| **MISCELLANEOUS:** | | |
| Film and/or Slide Showings | 1 | 2 |
| Fire Drills and/or Evacuations | 7 | 1,315 |
| Lecture Presentations and/or Workshops | 9 | 228 |
| Unclassified | 10 | 176 |

Table No. 9

## Inspections Conducted by Staff Under The Northlands Agreement

April 1, 1985 - March 31, 1986

| Class of Property | Inspections | Re-inspections | Requirements for the Removal or Correction of Hazards | Hazards Removed at time of Inspection |
|---|---|---|---|---|
| Dwellings | 20 | 659 | 1,173 | — |
| Out Buildings | 5 | 32 | — | — |
| Public Assembly | 5 | — | — | — |
| Commercial Structures | 7 | 8 | — | — |
| **Total** | **37** | **699** | **1,173** | — |

*Part of a special fire protection program conducted in northern communities in co-operation with the Provincial Department of Northern Affairs. The program is established under the Federal/Provincial agreement, and is not funded under the provisions of The Fires Prevention Act.*

Table No. 10

## Educational and Training Activities Under The Manitoba Fire College and Emergency Services Training Centre and Field Services Section

April 1, 1985 - March 31, 1986

| Type of Activity | Number Held | Attendance |
|---|---|---|
| **MEETINGS:** | | |
| Certification Program | 9 | 25 |
| Fire Departments | 78 | 597 |
| Fire Service Instructors | 1 | 1 |
| Governmental | 30 | 175 |
| Hospital Boards | 4 | 9 |
| Institutional | 1 | 12 |
| Mutual Aid | 68 | 878 |
| Nursing Homes | 4 | 14 |
| Special Projects | 106 | 1,094 |
| **CONSULTATIONS:** | | |
| Administrators of Institutions | 41 | 65 |
| Commercial and/or Institutional | 161 | 171 |
| Fire Chiefs and/or Deputies | 724 | 939 |
| Fire Prevention Officers | 38 | 54 |
| Fire Service Instructors | 78 | 79 |
| Governmental | 405 | 647 |
| Municipal Fire Prevention Officers | 4 | 7 |
| Mutual Aid Officers | 32 | 44 |
| School and/or School Division Officials | 5 | 38 |
| Miscellaneous | 11 | 11 |
| **TRAINING:** | | |
| Commercial and/or Industrial | 26 | 568 |
| Fire Departments | 136 | 1,364 |
| Hospital Staffs | 26 | 552 |
| Mutual Aid | 26 | 379 |
| Nursing Homes | 15 | 271 |
| Other Institutional Staffs | 33 | 612 |
| Uniform Training Program | 19 | 275 |
| Special Projects | 50 | 1,595 |
| **MISCELLANEOUS:** | | |
| Film and/or Slide Showings | 3 | 75 |
| Fire Apparatus Specifications | 17 | n/a |
| Fire Drills and/or Evacuations | 7 | 206 |
| Fire Protection Surveys | 7 | n/a |
| Pumper Tests | 5 | n/a |

*The Branch organizes meetings with the general public and other interested groups for purposes of increasing public understanding of fire prevention, initiating and improving fire protection programs and assessing fire fighting equipment needs. Staff provides training for volunteer fire departments, and institutional staffs or assists others to do so.*

Table No. 11

## Fire College Courses

April 1, 1985 - March 31, 1986

| Courses | Number Held | Attendance |
|---|---|---|
| Basic Fire Fighting Practices | 5 | 72 |
| Care Institutional Training | 74 | 1,949 |
| Certificate in Public Fire Protection | 1 | 11 |
| Dangerous Goods: | | |
| Anhydrous Ammonia Seminar | 5 | 81 |
| Flammable Liquids Seminar | 4 | 95 |
| Initial Response | 11 | 178 |
| Regulations | 9 | 96 |
| Regulations (Rolling Stock) | 8 | 57 |
| Fire and Rescue Conference | 1 | 170 |
| Fire Detection and Observation | 43 | 325 |
| Fire Fighters Certification: | | |
| Level I | 4 | 46 |
| Fire Prevention and Inspection: | | |
| Level I | 8 | 79 |
| Level II | 1 | 12 |
| Fire Service Instructors: | | |
| Level I | 5 | 35 |
| Hotel Fire Safety | 3 | 309 |
| Industrial Fire Safety Training: | | |
| Level I | 12 | 169 |
| Portable Fire Extinguishers | 1 | 28 |
| Residential Building Inspectors Training | 1 | 10 |
| Rural Fire Fighting Tactics | 2 | 25 |
| Search and Rescue Seminar | 4 | 83 |
| Vehicle Extrication | 5 | 89 |
| **Total** | **207** | **3,919** |

*The courses held at the Manitoba Fire College and Emergency Services Training Centre are aimed at instructing local fire department officers, institutional and government staffs of potential fire hazards and understanding the application of the Manitoba Fire Code so that a reasonable degree of safety to the occupants in existing buildings is provided as well as providing fire safety plans.*

*These courses were held to assist local police and fire services personnel in the identification of cause, origin and circumstances surrounding fires.*

Table No. 12

## Engineering and Technical Services Activities

April 1, 1985 - March 31, 1986

| Class of Property | Type of Activity | | | |
|---|---|---|---|---|
| | Plans Examined | Reports Issued | On-Site Inspections | Bldg. Permits Issued |
| Assembly | 295 | 297 | 584 | 138 |
| Institutional | 95 | 65 | 97 | 28 |
| Residential | 240 | 239 | 155 | 177 |
| Mercantile and Personal Services | 59 | 65 | 68 | 46 |
| Industrial | 199 | 178 | 107 | 90 |
| Miscellaneous | 21 | 17 | 36 | — |
| **Total** | **909** | **861** | **1,047** | **479** |

*The unit has conducted 7,003 meetings and consultations.*

*The classes are defined in the Manitoba Building Code.*

Table No. 13

## Inspections and Related Activities Conducted Under The Building and Mobile Homes Act

April 1, 1985 - March 31, 1986

| Type | Plans Examined | Reports Issued | Approved and Labelled | On Site Inspections | Installations Approved | Installations Rejected |
|---|---|---|---|---|---|---|
| PLUMBING AND SOLID FUEL BURNING APPLIANCES: | | | | | | |
| Plumbing Installations | 97 | 42 | n/a | 101 | 102 | 10 |
| Solid Fuel Appliances | 48 | 23 | n/a | 102 | 63 | 15 |
| MOBILE HOMES AND TRAVEL TRAILERS: | | | | | | |
| Permits to Sell or Lease | n/a | 253 | 335 | 588 | n/a | n/a |
| Special Approval (non certified units) | n/a | 31 | 65 | 96 | n/a | n/a |
| Standard Certification | n/a | 55 | 152 | 207 | n/a | n/a |
| Manufacturing Certification | n/a | 28 | 77 | 105 | n/a | n/a |
| Miscellaneous Inspections | n/a | 27 | n/a | 66 | 38 | 17 |

*The unit issued 53 plumbing permits.*

## Pension Commission/Branch:

Wes Peters, Superintendent

The Pension Commission of Manitoba is a branch of Manitoba Labour and is comprised of seven staff members and a Commission of nine members from various backgrounds, appointed by the Lieutenant Governor of Manitoba. In January of 1986, four of the previous year's members were replaced with new members. The Chairperson during the year under review was Jean Minish.

The Commission generally meets once a month to discuss matters of a policy nature and to liaise with government concerning recommendations affecting pension trends.

During the reporting period, the Commission completed its initial review of issues relating to multi-employer pension plans and distributed a paper to interested parties early in May of 1985. Responses were received from insurance companies, consulting firms, union organizations and industry associations. The Commission reviewed the responses and in the interest of national uniformity, decided to defer further study and conclusion until they could obtain input from the other jurisdictions currently involved in the same process.

The Commission continued to review requests from employers to withdraw surplus funds from their employee's pension fund. In October of 1985, the Minister of Labour requested that the Commission review the whole issue of surplus withdrawals and to advise him of their views and recommendations. The Commission proceeded to review this topic during the year under review.

**Duties of the Branch:**

The Pension Commission is responsible for the administration and enforcement of The Pension Benefits Act of Manitoba and the Regulations thereunder. The provisions contained within the Act and Regulations regulate pension administrative procedures, benefit standards, and the obligations and rights of employees and employers under company pension plans.

The Branch also encourages the establishment of new pension plans and the extension and improvement of existing pension plans.

The Branch registers all employer-sponsored pension plans which meet the requirements of the legislation and the Branch administers and enforces the provisions of the Act and cancels the registration of plans which fail to comply. In addition, the Branch handles the administrative aspects of collecting filing fees and conducting research programs to determine the effectiveness of the pension benefits legislation.

Every employer in Manitoba who operates a company pension plan must register that plan with the Pension Commission of Manitoba. Some employers, such as banks, airlines, railways and communications, do not fall within Manitoba's jurisdiction, even though the employees are Manitoba residents. These employers are required to register their plans with the Federal government and the employees are not subject to the provisions of Manitoba's Pension Benefits Act.

Each employer-sponsored pension plan is registered in the province which contains the majority of plan membership. Rather than having the plan registered in each province where members reside, the provinces have signed reciprocal agreements which allow them to administer the provisions of each Act on another province's behalf and apply them as applicable. For example, if a plan is registered in Ontario, and has Manitoba plan members, the Ontario Pension Commission would apply the provisions of Manitoba's pension benefits legislation to the Manitoba participants.

**The Branch's role and mission:**

A. registering pension plans and protecting pension plan members' pension benefits,
B. enforcing pension standards,
C. encouraging the establishment, extension and improvement of pension plans,
D. providing a pension education service to employers, plan members, plan administrators and other interested parties,
E. reviewing current legislation and presenting recommendations for improvements.

(a) All employer-sponsored pension plans submitted for registration in this province must meet certain legislative requirements in respect of The Pension Benefits Act of Manitoba. In order to protect plan members' pension benefits, certain standards have been set in the Act in respect of funding and solvency and the investment of the fund itself. The plan must be funded in accordance with solvency tests as prescribed in the legislation. Funding means the systematic payment into the fund plus the investment earnings expected which will provide for all of the benefits as they become payable. Solvency is the ability of the plan to meet its present and future obligations. The solvency rules require that an employer pay current service costs of a plan as determined by an actuarial valuation.

All investments and funding methods used for the plan must be within approved guidelines specified in the Act and Regulations. The purpose of this provision is to provide greater assurance that the benefits promised to the plan members will be protected regardless of company fortunes or management attitude in the future.

The list of plan investments is reviewed by the Branch on a triennial basis along with actuarial valuations prepared on the same basis.

(b) It is the Pension Branch's role to enforce pension standards and in order to do so, once the plan has met our initial qualification for registration, it is reviewed on at least an annual basis in order to maintain registered status. The Act requires that a yearly filing of an Annual Pension Plan Information Return form be submitted which contains information in respect of the amount of contributions made during the year under review and the number of members in the plan. In addition, where applicable, actuarial valuations and cost certificates must be prepared and filed on behalf of the plan sponsor on at least a triennial basis. Each valuation and cost certificate is reviewed to ensure that the plan experience and actuarial assumptions are in line with current market trends.

In addition, any amendment made to a registered pension plan must be filed with the Pension Commission for review.

(c) The Branch encourages the establishment, extension and improvement of pension plans throughout Manitoba through various means. The Branch publishes periodical information circulars containing technical information to be distributed throughout the country to consultants, employers, insurance and trust companies. In addition, the branch prepares brochures and booklets for public distribution outlining current legislative changes.

(d) Several times during a year, the Branch staff are called upon to present pension information through seminars and/or requests from employers to present information to their employees.

(e) The Branch, in conjunction with the Pension Commission Board, reviews current legislation and prepares background information for the Commission regarding suggestions for improvements.

**Branch Activities:**

The following improvements in pension benefit standards, combined with those implemented on January 1, 1984, have necessitated formal amendments to approximately 1,000 pension plans registered under Manitoba's jurisdiction. These pension plans covers approximately 100,000 plan members. All amendments in respect of these changes were required to be submitted to the Pension branch. During the past year, the staff has been extensively involved in reviewing the amendments brought about by the enactment of Bill 95. In addition to reviewing these amendments, the branch also is involved in the on-going supervisory procedures such as reviewing the Annual Pension Plan Information Return forms filed, the actuarial valuations and cost certificates submitted on behalf of each plan, and any other amendments made to the plan during the year under review.

Effective January 1, 1985:

1. Spousal pension protection in the event of the death of a pension plan member:

   Manitoba's legislation now requires that if a plan member dies after having completed at least five years of service with the employer, the value of that pension benefit must be automatically payable to the member's surviving spouse, in the form of a life annuity. Alternatively, the spouse may transfer the value of that benefit to a locked-in RRSP or another registered pension plan. If the member is not married, the pension benefit credit will be payable to the member's designated beneficiary or estate. Under no circumstance may this benefit terminate in the event of the remarriage of the surviving spouse.

2. Improved vesting conditions and lock-in:

   When an employee terminates employment after five years of service with the employer, the employee is entitled to all contributions made to the plan. A cash withdrawal is not allowed, however, the employee may receive a deferred pension entitlement payable at his/her normal retirement date, or the employee may transfer the value of that deferred benefit to another registered pension plan or to a locked-in RRSP.

3. Employers must pay at least one-half of each member's pension:

   An employer must pay at least 50% of the value of an employee's pension benefit earned after January 1, 1985. If the calculation discloses that excess employee contributions were made, the excess contributions may be refunded in cash to the employee or may be used by the employee to increase the amount of his/her deferred annuity. This type of calculation involving annuities is applicable on death, termination of employment, retirement, disability, or marriage break-up. In the case of a marriage break-up, the plan member's spouse is entitled to 50% of any excess contributions disclosed.

4. Uni-sex:

   Manitoba's legislation will not permit a pension plan to differentiate on the rate of contribution or the benefits based on the sex of the plan member. The plan itself may not provide for different pensions based on sex or for the inclusion or exclusion of membership in the plan on the basis of the sex of the employee.

With the legislative changes which have taken place in January of 1984, combined with those improvements effective January 1, 1985, the branch staff were also responding to numerous enquiries from plan members, consultants, insurance and trust companies requesting information concerning the interpretation of the Act.

**Other Legislative Changes:**

Bill 76, which was enacted in July of 1985 contained several areas of clarification to The Pension Benefits Act. The areas affected were:

Section 21(5.7)
— allows for portability of pension benefits on termination of plan membership, as well as termination of employment.

Section 21(6.6)
— clarifies when mandatory participation takes effect.

Section 21(12)
— specifically requires that the member's spouse automatically becomes entitled to the value of the member's pension entitlement in the event of the member's death.

Section 21.2(6)
— a new section added to exempt a member who has been subject to a credit split under Section 27(2) from the joint and survivor pension requirement.

Section 21.4
— ensures that reasonable interest must be applied on all contributions made on and after January 1, 1984.

Section 27(2)
— clarifies how the division of pension credits are to take place.

Section 27(2.1)
— clarifies that the splitting of pension credits applies to all separations after December 31, 1983.

Section 27(3)
— takes into account the possibility of both spouses being members of the same plan.

Section 27.1(2)
— includes a requirement for the Advisory Committees to report violations to the Superintendent of Pensions.

Section 33(4)
— includes a limitation period for the purpose of prosecution of 6 years from the date the Commission becomes aware of the violation.

## Employment Standards

**Director R.H. (Bob) Moggey**

The Employment Standards Branch is responsible for the administration and enforcement of six Acts and nine Regulations concerning minimum standards in such matters as minimum wage, hours of work, vacations, general holidays, wages and their payment, maternity leave, termination of employment and equal pay.

In doing so, the Branch observes four principal objectives:

— To improve standards relating to the terms and conditions of employment in Manitoba by operating effective enforcement and educational programs.

— To increase public awareness of the rights and obligations given employers and employees under law, and the availability of services to uphold those rights.

— To establish and maintain a high degree of efficiency in collecting wages by effectively using available resources and manpower.

— to establish and maintain effective investigative and enforcement techniques to ensure compliance with existing standards.

A prime function of the Branch is the collection of wages found owing to employees. Action to recover wages is taken when a Branch Officer finds that wages are owing, or when an Order is issued by the Manitoba Labour Board.

During 1985-86, the Branch handled a total of 63,181 telephone enquiries and 7,496 visits by persons filing complaints or requesting information. The total number of complaints handled increased by 11.9% from 4,855 in 1984-85 to 5,431 in 1985-86. Through an active enforcement program in the Queen's Bench Court, wages totalling $225,467.33 were collected on Orders filed into Judgement. Total wage adjustments also increased from 748,613.59 in 1984-85 to 877,769.24 in 1985-86.

During the reporting year, the Branch continued to deliver its Educational Program with only one Education Officer supplemented to a very limited extent by other staff members in helping the public achieve a better understanding of employment standards legislation.

## The Payment of Wages Fund

The Branch administers The Payment of Wages Fund which was established to protect the wages of employees under Provincial jurisdiction up to a maximum of $1,200.00 in any calendar year.

In this reporting year, a total of $408,827.56 was paid to 839 employees of 189 different companies as a result of wages outstanding due to bankruptcies, receiverships and closures. Recoveries on monies paid out of the Fund during the same period totalled $133,973.17.

The Branch, upon receipt of a complaint for unpaid wages, follows all normal procedures to effect collection. However, if such recovery is not made within a reasonable period of time, the Fund is utilized to ensure payment to employees as quickly as possible.

**Table 1E**
**Employment Standards Division**

## Number of Inspections Made and Notices Issued Under the Employment Standards Act, Minimum Wage Regulations, The Vacations With Pay Act and The Payment of Wages Act — By Industry

April 1, 1985 - March 31, 1986

| Industry | Number of Calls and Claim Investigations | Number Routine Inspections[1] | Estimated Number of Employees in Establishments Investigated and Inspected | Number of Notices Issued | Number of Items Contained In Notices |
|---|---|---|---|---|---|
| Forestry | 33 | 0 | 179 | 0 | 0 |
| Mining | 33 | 0 | 52 | 1 | 1 |
| Manufacturing | 559 | 5 | 2,124 | 6 | 21 |
| Trade | 2,789 | 32 | 4,584 | 28 | 45 |
| Services | 4,536 | 95 | 7,912 | 98 | 93 |
| Transportation | 151 | 2 | 213 | 3 | 5 |
| Farming | 129 | 0 | 146 | 14 | 2 |
| Domestic Service | 52 | 0 | 40 | 3 | 0 |
| **Total** | **8,282** | **134** | **15,250** | **153** | **167** |

[1] *In the course of a year, more than one inspection may be made of the same establishment.*

Table 2E

## Number of Inspections Made and Notices Issued Under The Schedules of The Construction Industry Wages Act

April 1, 1985 - March 31, 1986

| Area of Coverage | Number of Calls and Claim Investigations | Number of Routine Inspections[1] | Estimated Number of Employees in Establishments Investigated and Inspected | Number of Notices Issued | Number of Items Contained in Notices |
|---|---|---|---|---|---|
| Greater Winnipeg[2] | 764 | 93 | 4,648 | 10 | 14 |
| Major Building Projects[2] | 28 | 2 | 234 | 2 | 4 |
| Rural Schedule: | | | | | |
| Part I[3] | 478 | 135 | 697 | 1 | 3 |
| Part II[4] | 212 | 334 | 672 | 7 | 29 |
| Part III[5] | 87 | 0 | 588 | 0 | 0 |
| Heavy Construction[6] | 508 | 135 | 1,823 | 0 | 0 |
| **Total** | **2,077** | **699** | **8,662** | **20** | **50** |

[1]*In the course of a year, more than one inspection may be made of the same establishment.*

[2]*The Greater Winnipeg and Major Building Construction Wage Schedule applies to the area within a 30 mile radius of The City of Winnipeg and all major building projects throughout the entire Province.*

[3]*Rural Manitoba.*

[4]*Brandon and Portage la Prairie.*

[5]*The area of north latitude 54° and the Town of The Pas.*

[6]*The Heavy Construction Wage Schedule applies to heavy construction throughout the entire Province.*

**Table 3E**
**Employment Standards Division**

## Report of Wage Adjustments

April 1, 1985 - March 31, 1986

| Legislation | Number of Employers Affected | Number of Employees Affected | Total Wage Adjustment |
|---|---|---|---|
| EMPLOYMENT STANDARDS ACT | | | |
| Section 31[1] | 183 | 544 | 78,638.64 |
| Section 34[2] | 79 | 136 | 13,887.90 |
| Section 34(17)[3] | 38 | 74 | 7,251.69 |
| Section 35[4] | 402 | 695 | 183,916.46 |
| Part IV[5] | — | — | — |
| MINIMUM WAGE REGULATIONS | | | |
| Greater Winnipeg | 15 | 49 | 5,276.34 |
| Other | 5 | 9 | 982.00 |
| PAYMENT OF WAGES ACT | | | |
| Greater Winnipeg | 364 | 660 | 224,009.23 |
| Other | 142 | 173 | 48,869.88 |
| CONSTRUCTION INDUSTRY WAGES ACT[6] | | | |
| Greater Winnipeg | 45 | 82 | 83,190.75 |
| Major Building Projects | — | — | — |
| Heavy Construction | 14 | 20 | 7,245.85 |
| Rural Schedule: | | | |
| Part I | 15 | 10 | 10,427.94 |
| Part II | 3 | 16 | 7,427.67 |
| Part III | 15 | 15 | 3,234.65 |
| VACATIONS WITH PAY ACT | 702 | 1,044 | 203,410.22 |
| **Total** | **2,022** | **3,527** | **877,769.22** |

[1]*Payment of Overtime.*

[2]*Relating to the general holidays provisions respecting employees covered by the Act other than construction workers.*

[3]*Relating to the general holidays provision for construction workers.*

[4]*Termination of employment.*

[5]*Part IV of The Employment Standards Act deals with equal pay provisions.*

[6]*See Table 2E footnotes 2 through 6.*

**Table 4E**
**Employment Standards Division**

## Record of Claims Finalized Under Section 35 of The Employment Standards Act[1]

April 1, 1985 - March 31, 1986

| Industry | Claims Filed With Employment Standards Division | | | Disposition of Claims by Employment Standards Division | | | | Disposition of Claims Referred to Manitoba Labour Board | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | By Employers | By Employees | Total Claims Filed | Number of Claims Finalized | Amount Paid to Employees | Amount Returned to Employers | Number of Claims Not Upheld | Number of Claims Upheld | Amount Paid to Employees | Amount Returned to Employers | Number of Claims Not Upheld |
| Garment Manufacturing | 35 | 8 | 43 | 38 | 1,054.58 | 4,607.39 | 2 | 3 | — | 532.75 | — |
| Other Manufacturing | 34 | 70 | 104 | 59 | 13,617.01 | 7,860.82 | 34 | 10 | — | 891.28 | 1 |
| Transportation | 3 | 6 | 9 | 9 | 843.00 | 360.00 | — | — | — | — | — |
| Trade | 41 | 173 | 214 | 132 | 32,310.11 | 11,936.79 | 68 | 11 | — | 524.01 | 3 |
| Service | 129 | 211 | 340 | 182 | 29,010.03 | 5,786.08 | 104 | 45 | — | 28,650.32 | 9 |
| Hotels & Restaurants | 158 | 223 | 381 | 242 | 21,504.46 | 20,404.25 | 104 | 28 | — | 2,685.30 | 7 |
| Mining | — | 1 | 1 | — | — | — | 1 | — | — | — | — |
| Forestry | 1 | 1 | 2 | 2 | 830.78 | — | — | — | — | — | — |
| Domestic | 1 | 3 | 4 | 2 | 120.00 | 387.50 | 2 | — | — | — | — |
| Agriculture | — | — | — | — | — | — | — | — | — | — | — |
| **Total** | **402** | **696** | **1,098** | **666** | **99,289.97** | **51,342.83** | **315** | **97** | **—** | **33,283.66** | **20** |

[1]*Section 35 of The Employment Standards Act prohibits the termination of employment without notice and applied to both employers and employees.*

**Table 5E**
**Employment Standards Division**

## Prosecutions Under Legislation Administered by The Employment Standards Division

April 1, 1985 - March 31, 1986

| Legislation | Number of Employers Prosecuted | Number of Charges Laid | Number of Convictions on Charges | Number of Charges Stayed | Number of Charges Dismissed | Number of Charges Pending |
|---|---|---|---|---|---|---|
| Employment Standards Act | | | | | | |
| Minimum Wage Regulations | | | | | | |
| Construction Industry Wages Act | | | | | | |
| Vacations With Pay Act | | | | | | |
| Wages Recovery Act | | | | | | |
| Payment of Wages Act | | | | | | |
| Department of Labour Act | 2 | 5 | 5 | — | — | — |
| **Total** | **2** | **5** | **5** | — | — | — |

Table 6E

## Number of Construction Industry Complaints by Type Under the Schedules of the Construction Industry Wages Act, The Vacations With Pay Act and The Employment Standards Act (Section 34[17])

April 1, 1985 - March 31, 1986

| | TYPE OF COMPLAINT | | | |
|---|---|---|---|---|
| Area of Coverage[1] | Wages | Vacation Pay | General Holiday Pay | Total |
| Greater Winnipeg and Major Building Projects | 238 | 86 | 36 | 360 |
| Rural Schedule: | | | | |
| Part I | 63 | 28 | 11 | 102 |
| Part II | 21 | 8 | 0 | 29 |
| Part II | 60 | 10 | 7 | 77 |
| Heavy Construction | 64 | 21 | 15 | 100 |
| **Total** | **446** | **153** | **69** | **668** |

[1]*See Table 2E footnotes 2 through 6.*

Table 7E

Employment Standards Division

## Number of Complaints by Type and Industry[1] Under The Vacations With Pay Act, The Employment Standards Act, The Minimum Wage Regulations and The Payment of Wages Act

April 1, 1985 - March 31, 1986

| | TYPE OF COMPLAINT | | | | | |
|---|---|---|---|---|---|---|
| Industry | Vacation Pay | Equal Pay | Wages | Termination | Holiday Pay | Total |
| Forestry | 1 | 0 | 3 | 3 | 1 | 8 |
| Mining | 3 | 0 | 14 | 11 | 0 | 28 |
| Garment Manufacturing | 22 | 0 | 31 | 61 | 2 | 116 |
| Other Manufacturing | 200 | 0 | 193 | 177 | 19 | 589 |
| Transportation and Storage | 16 | 0 | 25 | 14 | 3 | 58 |
| Trade | 228 | 0 | 317 | 214 | 32 | 791 |
| Service Stations | 35 | 0 | 73 | 27 | 6 | 141 |
| Hotels and Restaurants | 313 | 0 | 489 | 428 | 40 | 1,270 |
| Other Services | 466 | 0 | 784 | 419 | 62 | 1,731 |
| Farming | 2 | 0 | 13 | 2 | 0 | 17 |
| Domestic | 3 | 0 | 8 | 3 | 0 | 14 |
| Equal Pay | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total** | **1,289** | **0** | **1,950** | **1,359** | **165** | **4,763** |

[1]*Excluding Construction (See TABLE 6E).*

Table 8E

## Total Number of Complaints by Type Under the Construction Industry Wages Act, The Vacations With Pay Act, The Employment Standards Act, The Minimum Wage Regulations and The Payment of Wages Act

April 1, 1985 - March 31, 1986

| | | TYPE OF COMPLAINT | | | | |
|---|---|---|---|---|---|---|
| Year | Wages | Vacation Pay | Termination Pay | General Holiday Pay | Equal Pay | Total |
| 1981 - 82 | 2,354 | 1,642 | 1,541 | 272 | — | 5,809 |
| 1982 - 83 | 2,213 | 1,357 | 1,315 | 247 | 1 | 5,133 |
| 1983 - 84 | 2,373 | 1,505 | 1,311 | 289 | — | 5,478 |
| 1984 - 85 | 2,032 | 1,345 | 1,221 | 257 | — | 4,855 |
| 1985 - 86 | 2,396 | 1,442 | 1,359 | 234 | — | 5,431 |

Table 9E

## Special Permits and Licences Issued by The Employment Standards Branch

April 1, 1985 - March 31, 1986

| THE EMPLOYMENT STANDARDS ACT AND THE MINIMUM WAGE REGULATIONS | |
|---|---|
| Child Employment | 505 |
| Handicapped Workers | — |
| Change of Pay Period | — |
| Employment Agency Licences | 36 |
| **Total** | **541** |

Table 10E

## Number of Judgements Filed

April 1, 1985 - March 31, 1986

| THE PAYMENT OF WAGES ACT | | |
|---|---|---|
| 1. Judgements Filed During Period | 352 | $444,514.37 |
| 2. Wages Collected on Judgements Filed During Period | 74 | 63,977.79 |
| 3. Wages Collected on Judgements Outstanding at Beginning of Period | 177 | 161,489.54 |
| 4. Judgements Outstanding[1] | 1,164 | 1,797,244.18 |

*Judgements outstanding refer to those outstanding at the end of period as compared with those filed during the period.*

Table 11E

## Number of Letters Typed

April 1, 1985 - March 31, 1986

| | |
|---|---|
| April, 1985 | 810 |
| May, 1985 | 1,115 |
| June, 1985 | 815 |
| July, 1985 | 990 |
| August, 1985 | 960 |
| September, 1985 | 815 |
| October, 1985 | 780 |
| November, 1985 | 1,395 |
| December, 1985 | 1,060 |
| January, 1986 | 1,053 |
| February, 1986 | 935 |
| March, 1986 | 964 |
| **Total** | **11,692** |
| **Payment of Wages Fund** | **7,486** |
| **Total** | **19,180** |

Table 12E

## Remembrance Day Permits Issued For:

| | |
|---|---|
| November 11, 1985 | |
| URBAN — | 11 |
| RURAL — | 1 |
| **Total** | **12** |

Table 13E
Employment Standards Branch
## Information Enquiries
April 1, 1985 - March 31, 1986

| Month | Telephone Enquiries | In Person |
|---|---|---|
| April, 1985 | 5,289 | 606 |
| May, 1985 | 5,000 | 618 |
| June, 1985 | 4,213 | 528 |
| July, 1985 | 6,271 | 719 |
| August, 1985 | 5,670 | 601 |
| September, 1985 | 5,242 | 664 |
| October, 1985 | 5,718 | 587 |
| November, 1985 | 5,794 | 567 |
| December, 1985 | 4,356 | 804 |
| January, 1986 | 5,045 | 706 |
| February, 1986 | 5,073 | 596 |
| March, 1986 | 5,510 | 500 |
| **Total** | **63,181** | **7,496** |

*[1]On three enquiry telephones only — excludes calls on other lines.*

*[2]Winnipeg Office only — records not available for Brandon and Thompson.*

Table 14E
## Fiscal Year — April 1985 - April 1986
(See Table 1 for full details)

| | Number of Employers | Number of Employees | Amount Paid | Amount Recovered |
|---|---|---|---|---|
| Bankruptcies | 28 | 405 | $186,588.27 | $ 73,313.91 |
| Receivership | 21 | 109 | 46,310.44 | 21,264.85 |
| Closures | 112 | 282 | 156,200.39 | 29,858.67 |
| Business Still Operating | 28 | 36 | 19,728.46 | 9,535.74 |
| **Total** | **189** | **832** | **408,827.56** | **133,973.17** |

*[1]Includes recoveries on expenditures made during the current fiscal year of 73,577.57 plus recoveries on prior years expenditures of $60,395.60.*

## Conciliation and Mediation Services Branch

**Maurice Eyolfson, Executive Director**

The broad goal of the Conciliation and Mediation Services Branch is to promote and maintain harmonious labour-management relations in Manitoba. In doing so, the Branch has six objectives:

- To respond to applications for conciliation assistance upon request from labour and/or management when there is an impasse in direct negotiations;
- To avert work stoppages through third party assistance;
- To assist in resolving work stoppage situations which have developed;
- To assist as grievance mediators following rights grievance breakdown and prior to arbitration proceedings;
- To assist in resolving teacher/school board disputes upon request from the Minister of Education;
- To increase public awareness of the function of conciliation services through seminars and classroom participation.

The Branch's main activity, as its name indicates, is to provide conciliation services to employers and employees, since third party assistance can often help to resolve disputes in the collective bargaining and grievance mediation process. In order to enhance free collective bargaining and to make the parties more responsible, conciliation was made voluntary in 1973. Conciliation/Mediation assistance may be requested by either or both parties under The Labour Relations Act.

The Branch's focus and direction are to continue to provide assistance through conciliation where requests are made during difficult collective bargaining situations, and to provide guidance and information on labour relations matters to those groups or individuals where the need may arise. During the reporting year, April 1, 1985 to March 31, 1986, there were 21 work stoppages involving 1,736 bargaining unit workers, which accounted for 32,624 lost working days. The number of lost working days are lower by approximately 50% from last year, although the work stoppage incident rate has nearly doubled.

It will be noted that the manufacturing industry accounted for 67.6% of the total lost working days, while the service industry accounted for 18.5% of total lost working days and other industry was the balance.

Approximately 450 bargaining units, party to a collective agreement, came up for negotiations in the reporting year. Work stoppage reflects 4.2 percent of these units that were involved in adverse action over the period.

Provincial Conciliation Officers were active in 197 assignments which included 364 bargaining units and 39,575 organized employees. Of this total, 152 assignments came under The Labour Relations Act and 45 under The Public Schools Act. Six assignments were referred to the Manitoba Labour Board under first contract legislation.

Under The Public Schools Act, three assignments were referred to binding arbitration, while 35 assignments were settled at the conciliation or post conciliation level.

There were 191 grievance mediation cases during the reporting year, 160 of which were expedited with a strict time frame for disposition, and 31 cases which were of a joint and voluntary request with a more flexible time frame. It may be noted that 72.8% of the total cases were resolved prior to arbitration.

The reporting year saw considerable change in the Labour Relations Act and the introduction of grievance mediation in January 1985. Conciliation and Mediation Services continue to seek every avenue to improve and promote good relations in both organized labour and management.

## Statistics Relating to Conciliation and Mediation Services Under The Labour Relations Act

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Assignments carried over from the previous year | 32 |
| Assignments received during the reporting year[1] | 120 |
| Total assignments in process during reporting year | 152 |
| Assignments disposed of during the reporting year: | |
| (a) Settled in conciliation without work stoppage | 99 |
| (b) Settled following work stoppage[2] | 15 |
| (c) Conciliation suspended | 4 |
| (d) Referred to Manitoba Labour Board for first collective agreement | 6 |
| Assignments being processed at end of reporting year | 29 |
| Percentage of assignments finalized without work stoppage | 88.6% |
| Total number of employees involved | 30,242 |

**Note:**

*[1]Due to central table bargaining which reflects 120 requests for conciliation, there were 319 bargaining units in conciliation, a number of which required individual attention.*

*[2]There were 15 strike situations including one company bankruptcy and termination of operation, and one strike continuing.*

## Statistics Relating to Conciliation Services Under The Public Schools Act

April 1, 1985 to March 31, 1986

| | |
|---|---|
| Assignments carried over from the previous year | 23 |
| Assignments received during the reporting year | 22 |
| Total assignments in process during reporting year | 45 |
| Assignments disposed of during the reporting year: | |
| (a) Settled in Conciliation | 27 |
| (b) Settled following C/O Report (Post Conciliation) | 8 |
| (c) Referred to Arbitration | 3 |
| (d) Assignments being processed at end of reporting year | 7 |
| Percentage of assignments settled prior to arbitration | 92.1% |
| Number of Teachers affected | 9,333 |

## Number of Work Stoppages, Workers Involved and Working Days Lost by Industry

April 1, 1985 - March 31, 1986

| Industry | Number of Work Stoppages | Estimated Number of Workers Involved | Estimated Number of Working Days Lost |
|---|---|---|---|
| Manufacturing | 7 | 895 | 22,057 |
| Transportation Communication | 1 | 21 | 128 |
| Public Administration | 1 | 171 | 1,285 |
| Service | 8 | 590 | 6,032 |
| Trade | 2 | 25 | 2,272 |
| Construction | 1 | 34 | 850 |
| **Total** | **21** | **1,736** | **32,624** |

## Number of Work Stoppages, Workers Involved and Working Days Lost by Year

April 1, 1985 - March 31, 1986

| Year | Number of Work Stoppages | Estimated Number of Workers Involved | Estimated Number of Working Days Lost |
|---|---|---|---|
| 1981-82 | 31 | 5,142 | 172,505 |
| 1982-83 | 9 | 544 | 23,257 |
| 1983-84 | 4 | 245 | 2,567 |
| 1984-85 | 11 | 1,982 | 62,859 |
| 1985-86 | 21 | 1,736 | 32,624 |

## Grievance Mediation

April 1, 1985 - March 31, 1986

| UNDER SECTION 113.5 (Expedited) | |
|---|---|
| Total cases assigned | 160 |
| Cases settled by Grievance Mediator | 102 |
| Awaiting mediation | 1 |
| Withdrawn | 20 |
| Cases not settled | 37 |
| % settlement achieved | 76.25% |
| **Grievance pertained principally to:** | |
| Dismissal | 14 |
| Suspension | 11 |
| Reprimand | 34 |
| Harassment | 4 |
| Job Classification | 1 |
| Seniority | 19 |
| Wages | 32 |
| Hours of Work | 9 |
| Leaves of Absence | 1 |
| Lay-Off | 2 |
| Work Assignments | 3 |
| Use of Non-Union Personnel | 11 |
| Job Posting | 11 |
| Work Environment | 1 |
| Technological Change | 1 |
| Contract Interpretation (General) | 6 |

| UNDER SECTION 113.4 (Joint Application) | |
|---|---|
| Total cases assigned | 31 |
| Cases settled by Grievance Mediator | 16 |
| Awaiting mediation | 0 |
| Cases not settled | 15 |
| % settlement achieved | 51.61% |
| **Grievance pertained principally to:** | |
| Dismissal | 1 |
| Suspension | 1 |
| Reprimand | 2 |
| Harassment | 9 |
| Hours of Work | 1 |
| Work Assignments | 6 |
| Job Posting | 1 |
| Work Environment | 3 |
| Contract Interpretation (General) | 7 |

## Construction Rates

| Building Trades | 81 | 82 | 82 | 83 | 84 | 85 | 86 | 86 | 87 | 87 | 88 | Agreement Expires |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Plumbers | May 1<br>14.80 | May 1<br>16.70 | | May 1<br>18.67 | May 1<br>19.29 | May 1<br>20.29 | May 1<br>20.29 | | May 1<br>20.59 | Oct. 1<br>20.64 | | Apr. 30/88 |
| Electricians | May 1<br>14.65 | May 1<br>16.60 | | May 1<br>18.85 | May 1<br>18.55 | May 1<br>19.65 | May 1<br>19.65 | | May 1<br>20.00 | | | Apr. 30/88 |
| Sheet Metal Workers | May 1<br>13.99 | May 1<br>15.94 | | May 1<br>17.94 | May 1<br>17.94 | May 1<br>18.90 | May 1<br>18.90 | | May 1<br>19.25 | | | Apr. 30/88 |
| Brick Layers | May 1<br>13.45 | May 1<br>15.15 | Oct. 1<br>15.40 | May 1<br>17.05 | May 1<br>17.05 | May 1<br>17.05 | May 1<br>17.25 | Oct. 1<br>17.45 | May 1<br>17.75 | | | Apr. 30/88 |
| Carpenters | May 1<br>13.82 | June 4<br>14.92 | Oct. 1<br>15.52 | May 1<br>17.17 | May 1<br>17.17 | May 1 | May 1<br>17.42 | | May 1<br>17.72 | | | Apr. 30/88 |
| Millwrights | May 1<br>14.25 | May 1<br>16.00 | | May 1<br>17.84 | May 1<br>17.84 | May 1<br>18.85 | May 1<br>18.90 | | May 1<br>19.20 | | | Apr. 30/88 |
| Insulators | May 1<br>12.80 | May 14<br>14.20 | Oct. 1<br>14.45 | May 14<br>16.00 | May 1<br>16.00 | May 1 | May 1<br>16.35 | | May 1<br>16.60 | Oct. 1<br>17.00 | | Apr. 30/88 |
| Plasterers | May 1<br>12.93 | May 14<br>14.35 | Oct. 1<br>14.60 | May 14<br>16.15 | May 1<br>16.15 | May 1<br>16.15 | May 1<br>16.40 | Oct. 1<br>16.70 | May 1<br>17.00 | Oct. 1<br>17.28 | | Apr. 30/88 |
| Lathers | May 1<br>12.93 | May 14<br>14.35 | Oct. 1<br>14.60 | May 14<br>16.15 | May 1<br>16.15 | May 1<br>16.15 | May 1<br>16.40 | Oct. 1<br>16.70 | May 1<br>17.00 | Oct. 1<br>17.28 | | Apr. 30/88 |
| Painters | May 1<br>12.00 | May 1<br>13.60 | | May 1<br>15.55 | May 1<br>15.55 | May 1 | May 1<br>15.55 | | May 1<br>15.95 | | | Apr. 30/88 |
| Iron Workers (Structural) | Apr. 1<br>14.13 | May 1<br>15.88 | | May 1<br>17.88 | May 1<br>17.88 | May 1 | May 1<br>18.35 | | May 1<br>18.80 | | May 1<br>19.25 | Apr. 30/89 |
| Labourers (General) | May 1<br>10.73 | May 14<br>11.90 | Oct. 1<br>12.15 | May 1<br>13.45 | May 1<br>13.45 | May 1<br>13.45 | May 1<br>13.75 | | May 1<br>14.15 | | | Apr. 30/88 |
| Rodmen (Reinforcing) | May 1<br>12.70 | June 1<br>14.25 | | May 1<br>16.05 | May 1<br>16.05 | May 1 | May 1<br>16.25 | | May 1<br>16.65 | | May 1<br>17.05 | Apr. 30/89 |
| Tilesetters | May 1<br>12.82 | May 14<br>14.22 | Oct. 1<br>14.40 | May 1<br>16.05 | May 1<br>16.05 | May 1 | May 1<br>16.25 | Oct. 1<br>16.45 | May 1<br>16.75 | | | Apr. 30/88 |
| Industrial/Mechanical<br>Crane Operators Class 3 | May 1<br>13.60 | June 14<br>15.88 | | May 1<br>17.78 | May 1<br>17.78 | May 1<br>18.10 | May 1 | | May 1 | | | Apr. 30/88 |
| Refrigeration Workers | May 1<br>14.70 | May 1<br>16.70 | | May 1<br>18.67 | May 1<br>18.67 | May 1<br>19.67 | May 1<br>19.67 | | May 1<br>20.00 | | | Apr. 30/88 |

## Apprenticeship and Training Branch

**George White — Director**

The Apprenticeship and Training Branch is responsible for the development and administration of two major programs and service areas:

1. Apprenticeship Training and Trades Qualifications.
2. Examination and Licencing of Hairdressers, Beauticians and Barbers.

The development and administration of those programs and service areas occurs within the context of one general branch objective and three operational objectives:

- Utilize various training modes to ensure that all Manitobans have the opportunity to enter apprenticeship and other forms of skill training accreditiation acceptable to industry.
- Ensure women, immigrants, natives, disabled and others have the opportunity to access skill training.
- Ensure that the changing needs of industry are reflected in the design and delivery of training, maintenance of skill standards and the designation of occupations.
- Facilitate the expansion and promotion of skill training.

In the pursuit of its objectives, the Apprenticeship and Training Branch undertakes responsibility for administering three Acts and their accompanying Regulations.

1. The Apprenticeship and Trades Qualifications Act.
2. The Barbers Act.
3. The Hairdressers Act.

As part of its mandate, the Branch continues to undertake a wide range of activities with respect to training and certification including:

- processing of apprenticeship applications;
- registering of apprenticeship agreements;
- counselling apprentices and prospective apprentices;
- monitoring job based training;
- scheduling institutional training components;
- development and revision of institutional and job based training curriculum;
- development and administration of examinations;
- issuance of certificates of qualification;
- promotion for the increased utilization of apprenticeship training;
- exploring the potential for expansion of apprenticeship training into new occupational areas;
- maintaining effective liaison with both employee and employer users of apprenticeship training and ensuring their meaningful input into the program's development through trade advisory committees;
- conducting examinations and issuing licences directed towards the upgrading and maintenance of skill standards for barbers and hairdressers.

In the past year, increased emphasis has been placed upon encouraging the participation of those employers who have not recently trained apprentices or who have had no experience with the program. Recent experience has shown that there are more persons wishing to apprentice in a trade than there are employment opportunities to facilitate such training. Effective liaison with the federal government's Canadian Jobs Strategy Programs has continued, urging employers to train more apprentices.

Emphasis has continued to be placed on the role of industry in program development activities. The input of both employers and tradespersons is critical to the development of realistic training programs designed to meet the needs of program users. This was evidenced by efforts undertaken to update training curricula in trades such as industrial electrician, industrial mechanic, power electrician, industrial instrument mechanic, and heavy duty equipment mechanic. Cooks trade was a new program designated in 1986.

As well, the Minister designated Parts as an apprenticeable occupation in 1985. The branch is presently in discussion with four industrial sectors about the possibility of apprenticeship. The branch is identifying a wide variety of occupations where apprenticeship training would be beneficial.

The Women in Trades Training Program was transferred to Employment Services with the intent that there will be more funds available to allow more women to enter training. The branch's Women in Trades counsellor works in conjunction with the Employment Services Branch. The program is designed to provide counselling to prospective female apprentices and financial incentives to employers in an effort to increase the participation of women in non-traditional trade related employment. Financial incentives are directed towards reimbursement of 50% to 100% of wage costs during structured training periods of up to 52 weeks in duration. The program acts as a lead into longer apprenticeship training.

The branch has been designing its curriculum in the competency based model since 1979. This experience has proved helpful to the colleges which are contemplating changes to individualized competency based learning. These changes have resulted in an increased

demand for the conversion of the older apprenticeship curriculum to the competency based model to facilitate further adaptations at the college level.

The opening of the two new apprenticeship offices at The Pas and Dauphin means better service to apprentices and employers in the regions. The Brandon Office has been relocated to premises within Assiniboine Community College. This will ensure closer contact with the apprentices as they do their in-school training.

The branch is cooperating with other government departments and agencies, is assisting in the documentation of skills availability in the north. On the basis of the documentation and assessment, Apprenticeship assists in the design of relevant training and trades upgrading to ensure that northerners are prepared for the jobs that result from the hydro projects. The branch has also established a procedure of assigning apprenticeship levels for technical and experiential learning to ensure that individuals are job ready for these projects. This whole process will benefit the northern communities and their residents will become certified in a variety of areas.

While some downturn has been experienced in the job market with respect to opportunities for training apprentices within trades, considerable effort has been devoted towards program quality and new designations.

Table 1
Apprenticeship and Training

## Apprenticeship Registrations, Cancellations and Completions

April 1, 1985 - March 31, 1986

| Designated Trade | Apprentices Active as at Apr. 1/85 | Registrations Year Ending Mar. 31/86 | Cancellations Year Ending Mar. 31/86 | Completions Year Ending Mar. 31/86 | Apprentices Active as at Mar. 31/86 |
|---|---|---|---|---|---|
| Aircraft Mechanic | 20 | 14 | 9 | — | 25 |
| Boilermaker | 28 | 6 | — | 4 | 30 |
| Bricklayer | 37 | 20 + 1R[1] | 5 | 4 | 49 |
| Carpenter | 313 | 376 + 5R | 46 | 43 | 605 |
| Construction Electrician | 280 | 180 + 5R | 17 | 57 | 391 |
| Drywall Mechanic | 11 | 8 | 1 | 2 | 16 |
| Electric Motor Winder | 5 | 1 | — | 2 | 4 |
| Glazier | 3 | — | 1 | — | 2 |
| Heavy Duty Equipment Mechanic | 414 | 158 + 2R | 28 | 104 | 442 |
| Industrial Electrician | 53 | 10 | 3 | 21 | 39 |
| Industrial Instrument Mechanic | 18 | 7 | — | 5 | 20 |
| Industrial Mechanic | 80 | 18 + 3R | 9 | 31 | 61 |
| Industrial Welder | 68 | 70 | 14 | 7 | 117 |
| Lather | 15 | 5 | — | 2 | 18 |
| Machinist | 92 | 21 + 1R | 18 | 14 | 82 |
| Miner | 1 | — | 1 | — | — |
| Motor Vehicle Body Repairer | 165 | 55 + 4R | 22 | 29 | 173 |
| Motor Vehicle Mechanic | 369 | 126 + 1R | 25 | 87 | 384 |
| Mould and Pattern Maker | 1 | — | — | 1 | — |
| Painter and Decorator | 46 | 15 + 1R | 9 | 10 | 43 |
| Plumber | 194 | 58 + 4R | 28 | 16 | 212 |
| Power Electrician | 51 | 18 | 5 | 21 | 43 |
| Refrigeration and Air Conditioning Mechanic | 72 | 14 + 2R | 7 | 8 | 73 |
| Roofer | 2 | — | — | — | 2 |
| Sheet Metal Worker | 48 | 15 | 4 | 17 | 42 |
| Sprinkler and Fire Protection Installer | 9 | 7 + 4R | 3 | 4 | 13 |
| Steamfitter | 64 | 7 + 1R | 3 | 15 | 54 |
| Steel Fabricator | 92 | 4 | 31 | 31 | 34 |
| Tool and Die Maker | 25 | 3 | 3 | 7 | 18 |
| **Total** | **2,576** | **1,216 + 34R 1,250** | **292** | **542** | **2,992** |

Table 2
Apprenticeship and Training

## Apprenticeship Registrations, Cancellations and Completions by Year

1981 - 1986

| Year | Registrations | Cancellations | Completions | Active at End of Each Year |
|---|---|---|---|---|
| 1981-1982 | 998 | 398 | 622 | 2,894 |
| 1982-1983 | 705 | 342 | 654 | 2,601 |
| 1983-1984 | 682 | 222 | 618 | 2,445 |
| 1984-1985 | 986 | 219 | 636 | 2,576 |
| 1985-1986 | 1,250 | 292 | 542 | 2,992 |

Table 3

## Geographical Location of Apprentices

Active at March 31, 1986

| Designated Trade | City of Winnipeg | Remainder of Province | Total |
|---|---|---|---|
| Aircraft Mechanic | 13 | 12 | 25 |
| Boilermaker | 25 | 5 | 30 |
| Bricklayer | 33 | 16 | 49 |
| Carpenter | 154 | 451 | 605 |
| Construction Electrician | 231 | 160 | 391 |
| Drywall Mechanic | 12 | 4 | 16 |
| Electric Motor Winder | 2 | 2 | 4 |
| Glazier | 2 | — | 2 |
| Heavy Duty Equipment Mechanic | 198 | 244 | 442 |
| Industrial Electrician | 23 | 16 | 39 |
| Industrial Instrument Mechanic | 3 | 17 | 20 |
| Industrial Mechanic | 27 | 34 | 61 |
| Industrial Welder | 15 | 102 | 117 |
| Lather | 13 | 5 | 18 |
| Machinist | 57 | 25 | 82 |
| Miner | — | — | — |
| Motor Vehicle Body Repairer | 67 | 106 | 173 |
| Motor Vehicle Mechanic | 180 | 204 | 384 |
| Mould and Pattern Maker | — | — | — |
| Painter and Decorator | 32 | 11 | 43 |
| Plumber | 120 | 92 | 212 |
| Power Electrician | 13 | 30 | 43 |
| Refrigeration and Air Conditioning Mechanic | 56 | 17 | 73 |
| Roofer | 1 | 1 | 2 |
| Sheet Metal Worker | 35 | 7 | 42 |
| Sprinkler and Fire Protection Installer | 10 | 3 | 13 |
| Steamfitter | 47 | 7 | 54 |
| Steel Fabricator | 33 | 1 | 34 |
| Tool and Die Maker | 14 | 4 | 18 |
| **Total** | **1,416** | **1,576** | **2,992** |

Table 4
Apprenticeship and Training

## Certificates Issued Under the Apprenticeship and Trades Qualifications Act

| Designated Trade | Certificates Issued to Apprentices Apr. 1/85 to Mar. 31/86 | Certificates Issued to Apprentices Since Designation of Trade | Certificates Issued to Tradespeople (Other than Apprentices) Apr. 1/85 to Mar. 31/86 | Certificates Issued to Tradespeople (Other than Apprentices) for Time Served or by Examination Since Designation of Trade |
|---|---|---|---|---|
| Aircraft Mechanic | — | — | — | — |
| Boilermaker | 4 | 105 | 2 | 168 |
| Bricklayer | 4 | 339 | — | 9 |
| Building Construction Crane Operator | — | — | 13 | 49 |
| Carpenter | 43 | 1,583 | 9 | 662 |
| Construction Electrician | 59 | 2,434 | — | 46 |
| Cook | — | — | 1 | 1 |
| Drywall Mechanic | 2 | 16 | 1 | 91 |
| Electric Motor Winder | 2 | 35 | — | 29 |
| Glazier | 1 | 8 | 2 | 43 |
| Heavy Duty Equipment Mechanic | 98 | 866 | 23 | 445 |
| Industrial Electrician | 23 | 450 | 2 | 116 |
| Industrial Instrument Mechanic | 5 | 112 | 1 | 82 |
| Industrial Mechanic | 31 | 858 | 6 | 601 |
| Industrial Welder | 6 | 121 | 1 | 269 |
| Lather | 2 | 39 | — | 6 |
| Machinist | 14 | 287 | 11 | 336 |
| Miner | — | 34 | 1 | 615 |
| Motor Vehicle Body Repairer | 27 | 463 | 1 | 86 |
| Motor Vehicle Mechanic | 92 | 2,193 | 23 | 1,911 |
| Mould and Pattern Maker | 1 | 3 | — | — |
| Painter and Decorator | 10 | 433 | 9 | 475 |
| Plasterer | — | 130 | — | 15 |
| Plumber | 16 | 1,255 | 2 | 412 |
| Power Electrician | 21 | 36 | 1 | 83 |
| Refrigeration and Air Conditioning Mechanic | 8 | 212 | — | 120 |
| Roofer | — | — | — | 88 |
| Sheet Metal Worker | 17 | 427 | 1 | 138 |
| Sprinkler and Fire Protection Installer | 4 | 79 | — | 28 |
| Steamfitter | 15 | 339 | 2 | 161 |
| Factory Woodworker | — | 68 | — | — |
| Steel Fabricator | 31 | 122 | — | 87 |
| Tool and Die Maker | 7 | 24 | — | 31 |
| **Total** | **543** | **13,071** | **112** | **7,203** |

**Table 5**
**Apprenticeship and Training**

## Number of Apprentices Attending Technical School

April 1, 1985 - March 31, 1986

| Designated Trade | Attending Full Time |
|---|---|
| Aircraft Mechanic[1] | 76 |
| Boilermaker | 20 |
| Bricklayer | 19 |
| Carpenter | 283 |
| Construction Electrician | 293 |
| Drywall Mechanic | 10 |
| Electric Motor Winder[2] | 5 |
| Glazier[3] | 2 |
| Heavy Duty Equipment Mechanic | 357 |
| Industrial Electrician | 40 |
| Industrial Instrument Mechanic[4] | 12 |
| Industrial Mechanic | 55 |
| Industrial Welder | 47 |
| Lather | 11 |
| Machinist | 80 |
| Miner | — |
| Motor Vehicle Body Repairer | 129 |
| Motor Vehicle Mechanic | 284 |
| Mould and Pattern Maker | — |
| Painter and Decorator | 26 |
| Plumber | 144 |
| Power Electrician | 41 |
| Refrigeration and Air Conditioning Mechanic | 50 |
| Roofer | — |
| Sheet Metal Worker | 33 |
| Sprinkler and Fire Protection Installer | 7 |
| Steamfitter | 47 |
| Steel Fabricator | 16 |
| Tool and Die Maker | 2 |
| **Total** | **2,089** |

*[1]Out of the active 25 apprentices, some had to attend three levels of in-school training.*

*[2&3]Attended classes at the Southern Alberta Institute of Technology, Calgary, Alberta.*

*[4]Four apprentices attended classes at the Southern Alberta Institute of Technology, Calgary, Alberta.*

Table 6
Apprenticeship and Training

## Examinations for Certification Conducted Under The Apprenticeship and Trades Qualifications Act

April 1, 1985 - March 31, 1986

| Designated Trade | Apprentices | | Non-Apprentices | |
|---|---|---|---|---|
| | Number Examined | Number Passed | Number Examined | Number Passed |
| Aircraft Mechanic | 0 | 0 | 0 | 0 |
| Boilermaker | 5 | 4 | 2 | 2 |
| Bricklayer | 0 | 0 | 1 | 0 |
| Building Construction Crane Operator | | | | |
| Conventional Base | — | — | 14 | 13 |
| Hydraulic | — | — | 11 | 11 |
| Tower | — | — | 1 | 1 |
| Carpenter | 54 | 50 | 39 | 16 |
| Cooks | — | — | 0 | 0 |
| Construction Electrician | 58 | 53 | 2 | 0 |
| Drywall Mechanic | 0 | 0 | 1 | 1 |
| Electric Motor Winder | 0 | 0 | 1 | 0 |
| Glazier | 0 | 0 | 6 | 2 |
| Heavy Duty Equipment Mechanic | 83 | 83 | 48 | 22 |
| Industrial Electrician | 1 | 1 | 9 | 2 |
| Industrial Instrument Mechanic | 0 | 0 | 2 | 1 |
| Industrial Mechanic | 39 | 33 | 21 | 5 |
| Industrial Welder | 20 | 19 | 9 | 7 |
| Lather | 0 | 0 | 0 | 0 |
| Machinest | 11 | 11 | 10 | 5 |
| Miner | 0 | 0 | 2 | 1 |
| Motor Vehicle Body Repairer | 41 | 38 | 12 | 9 |
| Motor Vehicle Mechanic | 91 | 90 | 51 | 22 |
| Mould and Pattern Maker | 0 | 0 | 0 | 0 |
| Painter and Decorator | 9 | 9 | 24 | 11 |
| Plasterer | 0 | 0 | 0 | 0 |
| Plumber | 19 | 16 | 11 | 2 |
| Power Electrician | 22 | 21 | 2 | 1 |
| Refrigeration and Air Conditioning Mechanic | 12 | 12 | 1 | 0 |
| Roofer | — | — | 0 | 0 |
| Sheet Metal Worker | 18 | 18 | 1 | 1 |
| Sprinkler and Fire Protection Installer | 4 | 4 | 0 | 0 |
| Steamfitter | 19 | 15 | 3 | 2 |
| Steel Fabricator | 16 | 16 | 0 | 0 |
| Tool and Die Maker | 12 | 7 | 2 | 1 |
| **Total** | **534** | **509** | **290** | **140** |

**Table 7**
**Apprenticeship and Training**

## Statistics Relating to the Administration of The Barbers Act

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Barbers Examining Board — Meetings | 4 |
| Candidates Examined | 36 |
| Master Barber Licences Issued | 345 |
| Journeyperson Barber Licences Issued | 135 |
| Improver Barber Licences Issued | 29 |

*Barbers' Licences are renewable in odd-numbered years.*

**Table 8**

## Statistics Relating to the Administration of The Hairdressers Act

April 1, 1985 - March 31, 1986

| | |
|---|---|
| Hairdressers Examining Board — Meetings | 69 |
| Candidates Examined | 1,089 |
| Salon Owner Licences Issued | 25 |
| Absentee Owner Licences Issued | 22 |
| Total Salon Licences Valid as of March 31, 1986 | 47 |
| Operator Licences Issued | 2,266 |
| Student Licences Issued | 265 |
| Beauty Treatment Licences Issued | 54 |
| Manicurist Licences Issued | 45 |

*Hairdressers' Licences are renewable in even-numbered years.*

## Research and Planning

**Barry Warrack, Acting Director**

The Research and Planning Branch conducts studies and provides assistance in support of effective planning, management and policy development for the Department. Major responsibilities include the analysis of labour relations trends and related policy issues and the implementation of management information systems within the department. The Branch is also responsible for developing and coordinating the departmental planning process.

Specific duties of the branch include:

- Providing background information and data on working conditions and labour relations.
- Analyzing trends and assessing future changes in labour relations conditions in Manitoba and other parts of Canada.
- Providing development and support for departmental planning.
- Assessing needs, developing and implementing Management Information Systems within the Department.
- Analyzing policy issues.
- Conducting research and analysis of departmental operations and programs.
- Maintaining a research library.
- Providing research and technical assistance to the department and external labour-management committees of the department.
- Representing departmental interests and concerns in interdepartmental and intergovernmental work.

Major projects and activities which were undertaken by the Research and Planning Branch during the past year include:

### Analysis of Data on the Labour Relations Climate and the Provision of Information to Facilitate Collective Bargaining

The Branch conducts research on an ongoing basis in the labour relations area by examining trends, conditions and issues in both Manitoba and Canada. Specific topics of research during the last year included: work stoppages, minimum wages, wage and salary information, union membership statistics and statistical information flowing from the analysis of collective agreements.

A calendar of collective agreement expirations providing information on the number, nature and timing of collective bargaining situations in the province was compiled.

An analysis of the provisions found in 600 collective agreements was also carried out during the summer of 1985. A data base guide has been developed and sent out to practitioners and information provided on a "request basis." This data base contains useful information for labour relations practitioners throughout the country.

### Analysis of Labour Relations Trends and Developments

The Research and Planning Branch has continued to monitor and analyze national and provincial economics to assess the impact on labour relations and to assess future trends. Last year, major activities included the analysis of Conference Board of Canada economic forecasts and the assessment of general trends in wages and working conditions.

### Development and Support for Departmental Planning

During the past year, work continued on the development of a process of formalized and participative planning within the department. The objectives of departmental planning are to enhance the efficient use of resources and the effective delivery of programs and services to the public.

The Research and Planning Branch was given the lead role for developing and coordinating the process. Staff provided guidance and assistance on planning to branches within the department, organized seminars and workshops, and prepared background reference material.

Each branch prepared role and mission statements, identified key issues, and developed proposals on new programs and opportunities for the improvement of branch operations.

### Management Information Systems and Operational Research

The Research and Planning Branch is responsible for assessing needs and recommending action to the departmental Executive regarding the enhancement of operations through the introduction of computer technology or improved management procedures and techniques.

To this end, Research and Planning completed a major student information system design and development project for the Manitoba Fire College and Emergency Services Training Centre and continued work on systems for the Manitoba Labour Board, Employment Standards and Apprenticeship Training Branches. Included in these projects will be detailed reviews of branch operations and procedures, assessments of their requirements, development of the necessary computer systems and the implementation of new systems within the branches.

In addition, the Research and Planning Branch also reviewed needs and assisted the Communications Branch, and Pension Commission, Administration Branch and Mechanical and Engineering Branches with their information systems related activities.

## Provision of Policy Analysis, Research and Technical Support

During the past year, The Research and Planning Branch prepared background papers, briefing notes and reports on labour issues to support the development of departmental policies and programs. Research and Planning also provided research assistance and technical support to all divisions and branches within the Department. Research and support services were also provided for external groups and agencies, namely the Labour-Management Review Committee and the Interim Board for the Workplace Innovation Centre. The Branch also participated in a number of interdepartmental task forces and working groups.

The Branch houses a departmental library on labour relations issues and related materials. This material is available for use by departmental and other government employees.

In addition, the branch responds to numerous requests for information in the labour area from unions, management, the university sector and the general public.

Department of Labour

## Expenditure Summary by Appropriation

Year Ended March 31, 1986

| Appro. No. | Service | 1985/86 Actual ($) | 1985/86 Estimate ($) | Variance ($) | Explanation Number |
|---|---|---|---|---|---|
| 11-1 | **GENERAL ADMINISTRATION** | | | | |
| | a) Minister's Salary | 18,111.60 | 19,600.00 | (1,488.40) | |
| | b) Executive Support | | | | |
| | 1. Salaries | 356,573.49 | 355,200.00 | 1,373.49 | |
| | 2. Other Expenditures | 116,546.09 | 144,700.00 | (28,153.91) | 1. |
| | c) Research and Planning | | | | |
| | 1. Salaries | 317,603.04 | 330,300.00 | (12,696.96) | |
| | 2. Other Expenditures | 61,172.85 | 82,200.00 | (21,027.15) | 2. |
| | d) Financial & Admin. Services | | | | |
| | 1. Salaries | 502,413.40 | 483,500.00 | 18,913.40 | |
| | 2. Other Expenditures | 34,553.81 | 35,000.00 | (446.19) | |
| | TOTAL 11-1 | 1,406,974.28 | 1,450,500.00 | (43,525.72) | |
| 11.2 | **LABOUR** | | | | |
| | a) Division Administration | | | | |
| | 1. Salaries | 153,642.68 | 155,000.00 | (1,357.32) | |
| | 2. Other Expenditures | 22,463.66 | 15,000.00 | 7,463.66 | 3. |
| | b) Mechanical & Engineering | | | | |
| | 1. Salaries | 1,287,189.30 | 1,218,000.00 | 69,189.30 | |
| | 2. Other Expenditures | 272,728.18 | 261,900.00 | 10,828.18 | |
| | c) Fire Prevention | | | | |
| | 1. Salaries | 1,255,458.13 | 1,183,100.00 | 72,358.13 | |
| | 2. Other Expenditures | 450,840.35 | 448,100.00 | 2,740.35 | |
| | 3. Engineering & Technical Services | | | | |
| | a. Salaries | 359,347.78 | 352,200.00 | 7,147.78 | |
| | b. Other Expenditures | 52,304.28 | 41,400.00 | 10,904.28 | 4. |
| | d) Employment Standards | | | | |
| | 1. Salaries | 980,067.48 | 992,000.00 | (11,932.52) | |
| | 2. Other Expenditures | 146,132.29 | 113,900.00 | 32,232.29 | 5 |
| | 3. Payment of Wages Fund | 334,335.75 | 320,000.00 | 14,335.75 | |
| | e) Manitoba Labour Board | | | | |
| | 1. Salaries | 312,562.49 | 344,400.00 | (31,837.51) | |
| | 2. Other Expenditures | 168,246.09 | 103,000.00 | 65,246.09 | 6. |
| | f) Conciliation & Mediation Services | | | | |
| | 1. Salaries | 316,898.29 | 346,800.00 | (29,901.71) | |
| | 2. Other Expenditures | 43,799.66 | 46,300.00 | (2,500.34) | |
| | g) Apprenticeship & Training | | | | |
| | 1. Salaries | 718,629.06 | 719,300.00 | (670.94) | |
| | 2. Other Expenditures | 159,364.55 | 230,000.00 | (70,635.45) | 7. |

| Appro. No. | Service | 1985/86 Actual ($) | 1985/86 Estimate ($) | Variance ($) | Explanation Number |
|---|---|---|---|---|---|
| | h) Pension Commission | | | | |
| | 1. Salaries | 229,112.95 | 242,600.00 | (13,487.05) | |
| | 2. Other Expenditures | 45,999.18 | 69,000.00 | (23,000.82) | 8. |
| | j) Grants | 268,500.00 | 268,500,00 | 0.00 | |
| | k) Pay Equity Bureau | | | | |
| | 1. Salaries | 37,245.35 | 0.00 | 37,245.35 | 9. |
| | 2. Other Expenditures | 90,291,37 | 0.00 | 90,291.37 | 10. |
| | TOTAL 11-2 | 7,705,158.87 | 7,470,500.00 | 234,658.87 | |
| 11-3 | **EXPENDITURES RELATED TO CAPITAL ASSETS** | | | | |
| | a) Acquisition/Construction of Physical Assets | 40,899.04 | 41,000.00 | (100.96) | |
| | TOTAL 11-3 | 40,899.04 | 41,000.00 | (100.96) | |
| | TOTAL EXPENDITURES | 9,153,032.19 | 8,962,000.00 | 191,032.19 | |

**EXPLANATION NUMBER**

1. The under-expenditure reflects lower expenditures for communications and program advertising than had been budgetted, in response to expenditure restraint requirements.
2. The under-expenditure reflects lower expenditures for computer hardware and software than had been budgetted, in response to expenditure restraint requirements.
3. The additional expenditures reflect the additional costs for a computer maintenance contract, for a consulting contract and for office supplies and publications.
4. The additional expenditures reflect the increased travelling required by branch staff due to the increase in building activity in the Province.
5. The additional expenditures reflect the unanticipated costs of employee relocation, additional costs for telephone service, the increased costs of printing forms, pamphlets, schedules and legislation in two languages for public distribution and increased travel and related costs of branch program delivery.
6. The additional expenditures reflect the increased payout of board fees due to increased per meeting fee rates, the appointment of additional Board Vice-chairpersons and a significant increase in the number of board meetings held during 1985/86.
7. The under-expenditure reflects a reduction in grants payments under the Women in Trades Training program and the Construction Trades Upgrading program.
8. The under-expenditure reflects a reduction in travel costs and a reduction in expenditures on program advertising including pamphlets and brochures.
9. No funds were included in the 1985/86 estimates for the Pay Equity Bureau which was established, effective October 1, 1985, pursuant to the Pay Equity Act which was passed by the Legislative in June, 1985.
10. (same as 9. above).